TOWN OF WAYLAND

WARRANT

With Report of the Finance Committee

1997 ANNUAL TOWN MEETING

Thursday, April 17, 1997 7:45 P.M.

Wayland High School Field House

SPECIAL TOWN MEETING

Monday, April 28, 1997 8:30 P.M.

ANNUAL TOWN ELECTION

Tuesday, April 15, 1997

Precincts 1 and 4	Town Building Gymnasium
Precincts 2 and 3	Wayland Middle School Gymnasium

VOTING HOURS: 7:00 A.M. - 8:00 P.M.

NOTICE

The Town of Wayland does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. Wayland does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990.

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to Wayland's designated ADA Compliance Coordinator.

Name: Karen Woronicz

Title: Personnel Director

Office Address: 41 Cochituate Road, Wayland, MA 01778

Phone Number: (508) 358-3623 Fax: (508) 358-3627

TDD: (508) 358-0194 or 911

Days/Hours Available: Mon. - Fri. 8:30am - 4:30pm.

Individuals who need auxiliary aids for effective communication in programs and services of Wayland are invited to make their needs and preferences known to the ADA Compliance Coordinator. A minimum of fourteen days notice is required.

This notice is available in large print and on audio tape, from the ADA Compliance Coordinator.

ANNUAL TOWN MEETING

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1997 SPECIAL TOWN MEETING

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ADJOURNED MEETINGS

It is anticipated that if adjourned meetings are necessary to complete action on these Warrants they will be held on the following dates, subject to Town Meeting approval:

April 28 - Monday

April 30 - Wednesday

May 1 - Thursday

and thereafter, as may be necessary, on Mondays, Wednesdays and Thursdays as Town meeting directs. Voters are reminded that there is no smoking permitted on School grounds.

If you have any questions about the Articles, please attend the **Warrant Hearing Monday, April 7, 1997,** at the Town Building. You may also call the Executive Secretary's office at 358-7755 before Town Meeting time. **Hearing time - 8:00 P.M.**

NOTICE REGARDING MOTIONS

This warrant for Wayland Town Meeting is issued by the Board of Selectmen and is served upon all residents by mail and by posting at the Town Building, the Wayland Public Library, the Cochituate Fire Station or the Cochituate Post Office, and the Happy Hollow School. It contains the agenda of subjects to be acted upon, i.e., the articles.

By State law, no action at the town meeting is valid unless the subject matter is contained in the warrant. This requirement means only that the subjects to be acted upon must be sufficiently stated in the warrant to apprise voters of the nature of the matters with which the meeting is authorized to deal. It does not require that the warrant contain an accurate forecast of the precise action which the meeting will take upon those subjects. A valid motion at town meeting may differ from the underlying article, but it must be within the scope of that article.

If you are in doubt about the action town meeting might take under an article, you should plan to attend the town meeting in person.

TOWN MEETING PROCEDURES

Town Meeting functions best when all voters are familiar with its rules of procedure. A summary of those rules appears in the document "Some Pertinent Information about Wayland's Town Meeting Procedures", prepared by the Moderator. It may be obtained from the Selectmen's office or at the Town Meeting.

QUANTUM OF VOTE

The quantum of vote is specified in the warrant for each article.

For those articles involving appropriations which are anticipated to be provided by taxation or from available funds or transferred funds previously appropriated for another purpose, a majority quantum of vote is indicated. For articles which are anticipated to be funded by borrowing, a two-thirds quantum of vote is indicated.

Certain articles request the action of Town Meeting under its general legislative powers (*i.e.*, to hear and accept reports, to appoint a committee, to adopt a resolution or "sense of the meeting" vote, *etc.*), and in such cases no particular statute is referenced. Town Counsel has advised that, as a matter of common-law precedent in Massachusetts, such matters are to be decided by a majority vote.

GUIDE FOR PETITIONERS TO TOWN MEETING

Citizens have the right to submit articles for consideration by town meeting. The following guidelines are intended to help petitioners. If you have any questions, please contact the Selectmen's office at the Town Building, 358-7755.

Step 1. Petitioners must submit articles to the Selectmen's office no later than 4:30PM on December 15 for consideration by the next Annual Town Meeting. Such articles must be in writing and signed by ten or more registered voters of Wayland. It is a good idea to have more than the minimum number of signatures in case some petitioners are not actually registered voters. (Petitions with fewer signatures are automatically disqualified.) There is no required format; however, it is suggested that the petition include the signature, printed name and address of each petitioner. The lead petitioner should identify him/herself to facilitate later communication.

An article to be inserted in the warrant for a special town meeting must be signed by at least 100 registered voters. The petition must be submitted to the Selectmen by the time appointed by the Selectmen.

Once an article is submitted, it may not be amended or withdrawn. All petitioners' articles with the required number of signatures must be included in the town meeting warrant by state statute.

The town does not provide legal services for petitioners' articles.

Step 2. Between December 15 and mid-March, petitioners will be invited to meet with the Finance Committee to discuss the article. In order to prepare its recommendation on the article, the Finance Committee will wish to know the purpose of the article and the estimated cost to be borne by the Town if the article is adopted at town meeting. The Finance Committee may also explore alternative means for accomplishing the article's objective.

Petitioners may submit a report concerning the article, not to exceed 150 words. This report will be printed in the warrant in the event that the Finance Committee prepares its own report.

Step 3. Petitioners should attend the warrant hearing, usually held about one week before town meeting. The purpose of the hearing is to review each article to be sure it is technically and legally correct.

Step 4. At town meeting, one petitioner should be prepared to present a motion under the article and to speak to the merits of the proposal. Other petitioners may also address the town meeting if so inclined, when recognized by the moderator.

A final note: In recent years, there have been duplicate petitions and some petitions that call for an action that is not legal under town by-law or state statute. Such articles are passed over and petitioners whose concerns are not considered by town meeting are disappointed. In addition, it is costly in terms of printing and the time of boards, committees, and staff charged with reviewing and preparing the warrant. In an effort to avoid these expenses, the Board of Selectmen and the Finance Committee request that petitioners speak with members of either board or with the town's executive secretary about the article they wish to submit prior to the deadline. In this way, petitioner groups with similar concerns can be put in touch with one another and basic legal concerns may be clarified.

REPORT OF THE FINANCE COMMITTEE

The Current Finance Committee Approach

The Wayland Finance Committee continues to work to define a financial plan for the Town, to use this plan as the basis for recommending to the Town a fiscally responsible operating and capital spending plan, and in so doing to consider the balance of the demand for services against the ability of residents with a broad range of incomes to pay for these services.

The Finance Committee is concerned about affordability. The Town of Wayland is experiencing significant growth in both the general and school populations. With this growth comes a heightened demand for services that appears likely to outpace offsetting revenues. The current Finance Committee approach to address this growth is to encourage the following: 1) maintenance of high quality Town services with the lowest possible cost increases or perhaps even with cost reductions, 2) continued investment in infrastructure via a capital spending plan that strives to add new debt no faster than old debt is retired, and 3) preservation of Free Cash levels near five percent of the total budget, as recommended by financial lending institutions and the Commonwealth.

Wayland by the Numbers

Wayland's population is on the order of 13,000 citizens living in roughly 4,500 residences. The Town ranks sixth in the Commonwealth in median family income, at just under $80,000 per year. The average household tax burden is similarly high at $5,300, fifth in the Commonwealth. These residential real estate taxes make up about 95% of the collected tax levy. Nearly 20% of Wayland's residents are school age students, which places fourth among comparable towns. Despite this high ratio, the average school cost per pupil is ninth by the same measure, at approximately $7,000.

An Overview of the Budget

Revenues include the residential and commercial tax levy, state aid, local receipts (for instance, automobile excise taxes), and minor additional items. Figure 1 shows these revenues on a percentage basis for the current fiscal year (FY97). One item of note on this figure is state aid. State aid has decreased dramatically over time, from over 16% in FY85 to about 10% for FY97. To put this amount into perspective, Wayland residents pay out annual income taxes to the Commonwealth that are approximately ten times greater than the state aid returned.

Expenses include the various Town departments (e.g., schools, police, fire, and so on, each overseen by a Town board such as the School Committee or the Board of Selectmen), unclassified expenditures (such as overall Town health insurance), and debt repayments. Figure 2 presents these expenses for FY97. The Omnibus Budget in Article 6 lists in detail the requested expenditures for the upcoming FY98. In addition, the Town maintains a Free Cash reserve.

The Budget Preparation Process

The Town of Wayland operates on a July to June fiscal year. The Finance Committee begins its work on the upcoming budget at the beginning of September. Between September and December, operating and capital budget guidelines are prepared and presented to the various Town departments. In December, the committee receives and begins reviewing articles submitted by Town boards and petitioners for inclusion in the Warrant for the upcoming Annual Town Meeting.

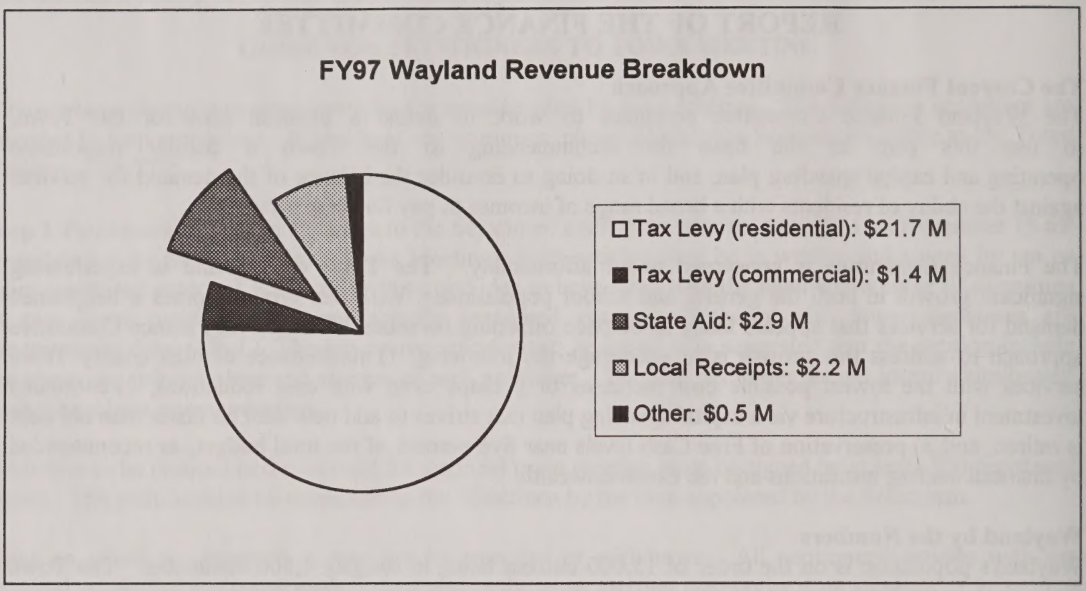


Figure 1

In January, the Finance Committee meets with each department to discuss that department's requested budget. Following these discussions, Finance Committee deliberations, and an open budget hearing in February, the committee votes to recommend a specific budget to be printed in the Warrant. At about the same time, the Finance Committee considers each article and makes a recommendation, also to be printed in the Warrant. In April, immediately following Town-wide elections for board positions and to consider overrides and other questions, the Annual Town Meeting is held, at which time all budget issues are voted on by the citizens of Wayland. The remainder of the fiscal year plus some time extending into the summer is used for wrap-up activities.

Past Budgets

Since the implementation of Proposition 2 1/2 in 1980, Wayland has consistently undertaken many measures to preserve its infrastructure and protect its resources. A number of these are listed below.

- Library expansion and modernization
- $4.5 million road improvement program
- Major building renovation programs for the schools and Town office buildings
- Heavy investment in our high-compliance, best-run landfill in the state
- Regular replacement and upgrades of heavy equipment for parks, highway, police, and fire
- Computer system upgrades implemented in the schools and Town office buildings
- Major refurbishment of septage facility
- $3 million from water receipts allocated for major water system improvements
- Study initiated on the renovation of the Public Safety Building
- Major property purchase of Greenways (Paine estate) for the benefit of the Town
- Major repair of the school fields and municipal parks

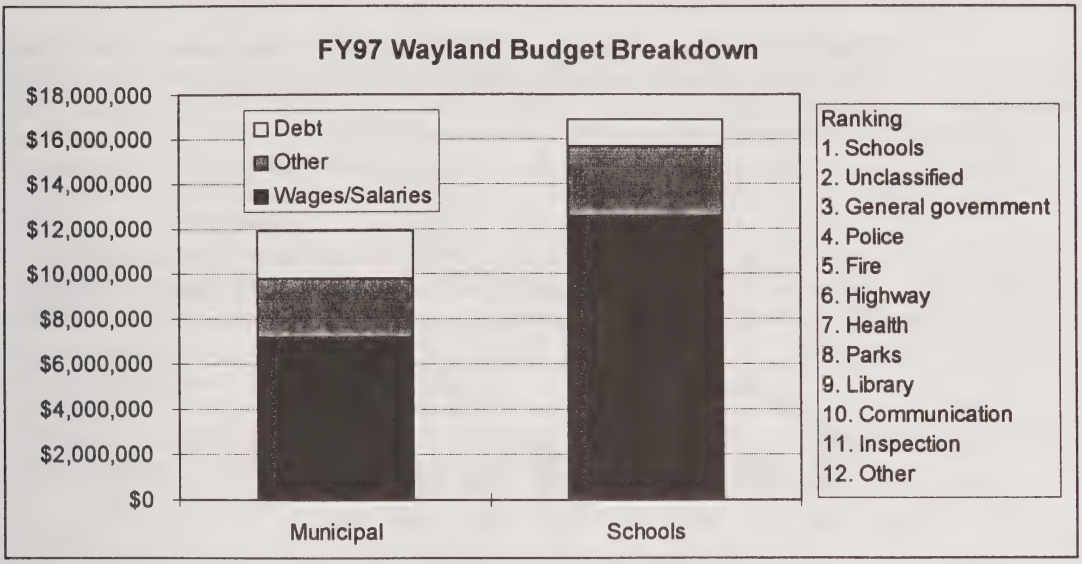


Figure 2

The Town should be proud of this investment, which places Wayland in the enviable position that it enjoys among comparable communities, makes it the desirable place in which we all enjoy living, and achieves the high bond rating just recently reaffirmed.

The Current Year Budget: Fiscal Year 1997

Since Wayland raises relatively little of its taxes from industry and commerce (Figure 1), it is highly dependent on property taxes collected from individual residents of the Town. Growth of tax revenues is largely the result of inflation, new construction, local receipts, and occasional overrides of the Proposition 2 1/2 limitation.

Wayland's finances for this year have generally been under tight control, resulting in maintenance of an appropriate Free Cash reserve. Cash reserves have been augmented by higher than estimated revenue growth and lower than expected expense in several areas: regional vocational schooling and snow removal are two examples.

Notwithstanding the positive Free Cash position, however, one cost center did experience a significant cost overrun in absolute dollars (approximately 1% of the school budget). The school system was again faced with a greater than expected enrollment level and unanticipated special education costs.

The Budget for Next Year: Fiscal Year 1998

The defining financial event of Fiscal Year 1998 is undoubtedly the request for a Proposition 2 1/2 override. This request was anticipated, as FY98 is the third year of a Town-wide, back-loaded, three-year labor contract. Early in FY97, the Finance Committee presented the various Town departments with FY98 budget guidelines consistent with the labor contract and flat in all non-labor areas. Furthermore, the departments were informed that capital expenditure requests should be kept low for FY98.

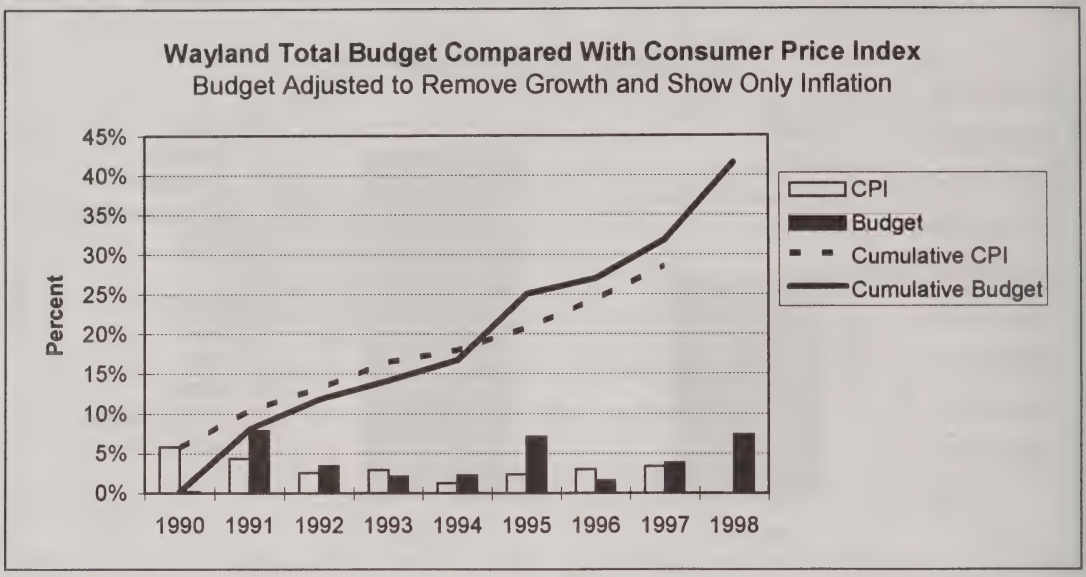


Figure 3

In the end, increased school enrollment forced the need for an override request. At last year's Annual Town Meeting, the amount of this override was projected to be as high as $1,500,000. As the budget came together, the eventual school budget amount over guideline was reduced to about $1,100,000. A combination of savings below the Proposition 2 1/2 cap on the municipal side of the budget coupled with an added amount from Free Cash lowered the final override request to $756,000. Including this override amount, Figure 3 shows how Wayland's total budget has tracked versus the Consumer Price Index (CPI) since 1990.

In last year's Warrant, the chart similar to Figure 3 was found to contain several inaccuracies. The updated figure contains corrections and adds two structural changes. First, the figure shows total budget as opposed to operating budget, as the former more accurately reflects what the Town spends in a year. Second, growth due to new construction is removed from the budget numbers. That is, part of the budget increase is due to inflation (cost per person or cost per household) while part is due to growth (number of people or number of households). Since the CPI does not contain a growth element, growth must be removed from the budget equation.

The conclusion that can be drawn from Figure 3 is that increases in the Town budget since 1989 have more or less tracked with inflation as represented by the CPI. The CPI increase has averaged 3.20% versus 3.97% for the growth-corrected Town budget (note that both are above the artificially set Proposition 2 1/2 constraint). Over the same period, growth averaged 1.33%; the total budget therefore grew by an average 5.30%. The difference between the CPI and the Town budget can be seen in the jumps that represent the override years: 1991, 1995, and 1998 (the latter assumed). These overrides have been due in large part to growth in school enrollment, which is substantially larger than growth due to new construction. Of course, all analytical graphs (as well as the CPI) have their limitations; the intent here is to point out that the growth in expenses is not without an underlying logic.

Future Issues

Affordability continues to be of pressing concern in Wayland. The Finance Committee is committed to maintaining affordability to the greatest extent possible without sacrificing the quality of Town services and infrastructure. Since about 1990, the population of Wayland has been growing. Coupled with the simple fact of the passage of time, this growth carries forth a need to address several pressing issues: the condition of the Public Safety Building and the capacity and cost of the schools are two such examples.

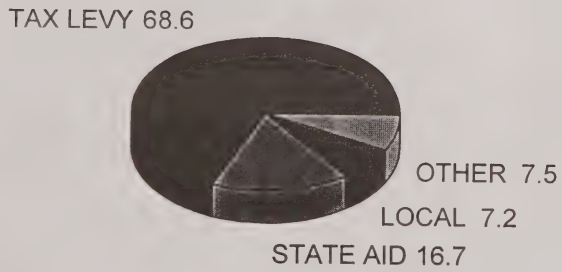
The Finance Committee continues to look ahead with optimism. Wayland residents are encouraged to get and stay involved in Town government, whether through participation in the Annual Town Meeting (please see the procedures for submitting board-sponsored and petitioner articles elsewhere in the Warrant), by attending meetings of Town boards and commissions (all of which are open to the public), or in standing for elected or appointed office.

The Finance Committee appreciates and extends thanks for the contributions of everyone--employees and volunteers alike--who helped with the preparation of the budget and this Warrant.

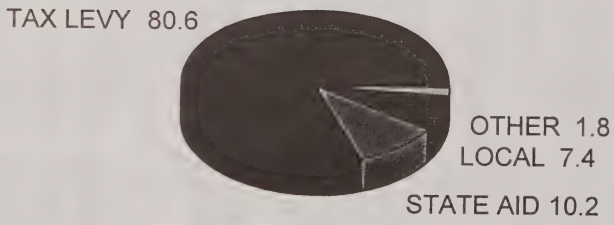
Jeff R. Dieffenbach, Chairperson

Alfred H. Bellows	Lisa C. Schimmel
Albert C. Patterson	William R. Thompson
Walter F. Pope	Katherine H. Tyrrell

REVENUE SOURCES FY85, FY 98

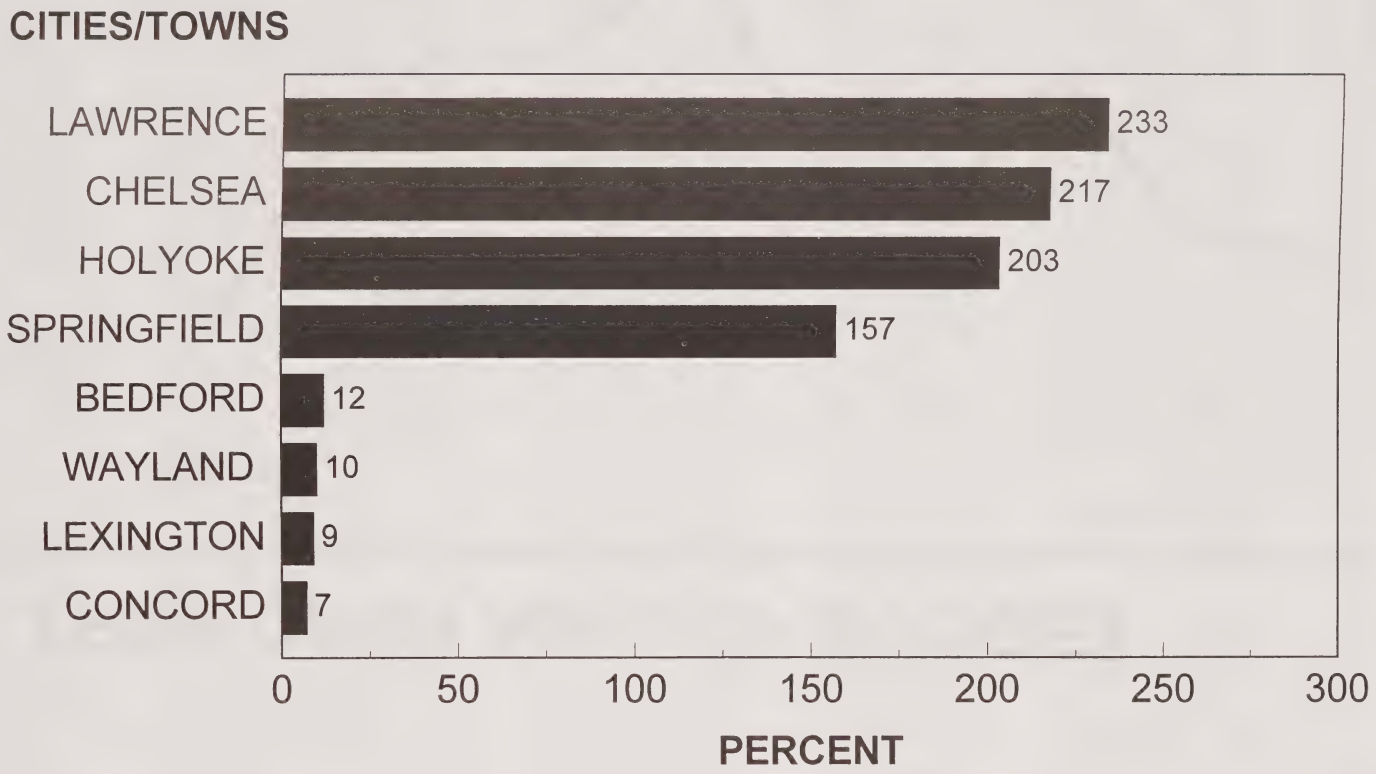


FY 85

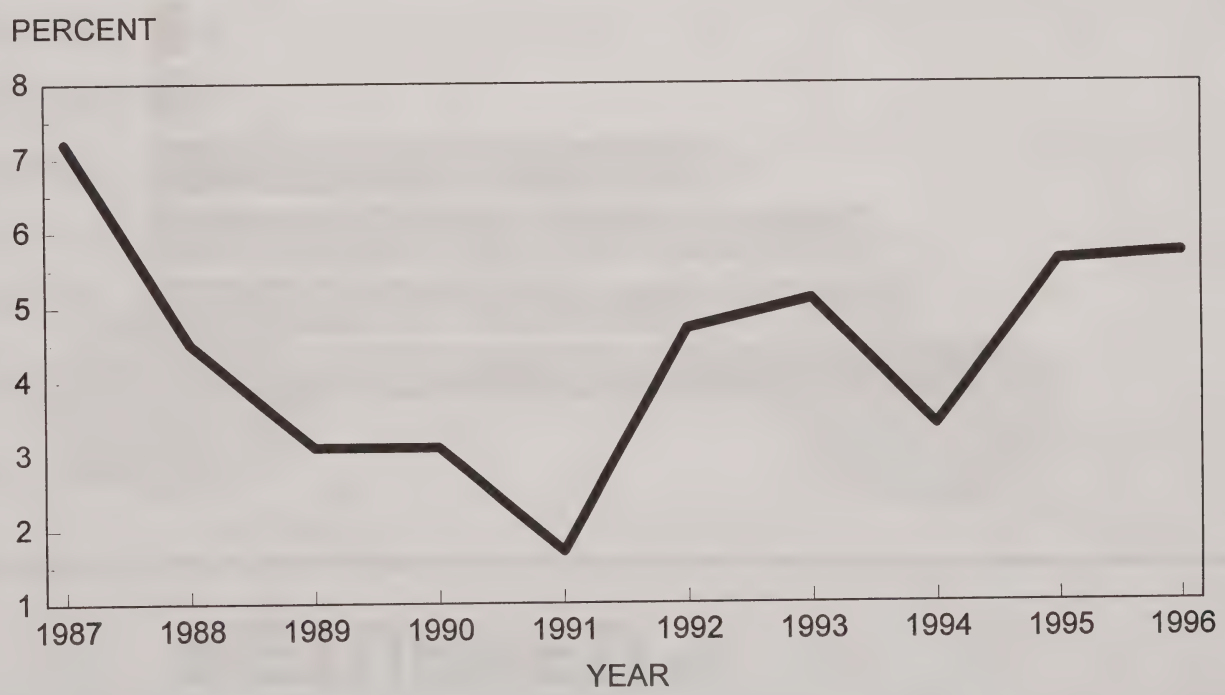


FY 98

STATE TAXES PAID/STATE AID RETURNED %



FREE CASH AS % OF BUDGET



CAPITAL BUDGET REPORT AND PROGRAM
1998-2002

Introduction
Capital spending is part of the overall financial plan for the Town that the Finance Committee prepares each year. The plan comprises the Operating Budget, the Capital Budget and funds for articles as well as estimates of the various revenues received throughout the year. Capital expenditures are an important part of providing services to the Town. Many services depend upon capital expenditures for such things as buildings, plants, and equipment to provide their service. The accompanying report is the starting point for capital expenditures in coming years. It summarizes requests made by the various departments, boards, and commissions for capital expenditures they foresee in the next five years. It is an overview of the entire Town's capital needs. Presence in the report does not necessarily predetermine that the expenditure will be made. The planning horizon this year takes the Town into the next century.

Charge
The 1992 Annual Town Meeting passed Article 20 of that Warrant which added to the Finance Committee's charge the responsibility to "... prepare and present to the Annual Town Meeting a five-year capital improvement program for the town, which shall include the construction and reconstruction of capital assets (such as municipal buildings, recreational facilities, roads and landfills) and acquisition of land, equipment and vehicles, and other personal property, and shall make recommendations to the appropriate authorities proposing such improvements." This report and the accompanying table respond to that charge.

Process
The process of preparing the capital improvement plan has remained fundamentally the same for 16 years in Wayland. It begins with a request for a five-year forecast of capital needs issued to all Departments, Boards and Commissions asking for an estimate of their needs for capital in that time frame. These needs are reviewed, prioritized and assembled into a report to the Town. For the upcoming fiscal year the capital expenditures are fitted into the budget and are voted on by Town Meeting. Needless to say, there are always more needs and requests than can be readily accommodated with the available funds. In earlier times (*i.e.*, before Proposition 2 ½) except for major projects such as schools, capital spending was done from the Town's E&D account. More recently capital expenditures have been accomplished through borrowing.

Nature of Capital
The capital needs fall roughly into four categories: Equipment, Buildings, Land, and Roads. Equipment ranges from trucks and backhoes for departments such as Water, Highway, and Board of Health to buses and computers for the schools, to fire trucks and police cars, to mowers and snow blowers for the Park and Recreation Department, to radio equipment, to cars and pickups, wherever needed. Buildings divide between Schools and Town. The School Department is concerned with all of its school buildings while the town side is responsible for the Town Building, the Public Safety Buildings, the Library, the Highway and Park garages and sheds, and several other lesser buildings. The Water Department is responsible for its buildings, tanks and wells. Land acquisitions are capital needs. Over the years land acquisitions have generally been for school buildings, conservation purposes, landfill, tax title, and roads. Acquisitions for housing purposes are generally done by the Housing Authority which is not part of Town government. Road expenditures generally fall into the category of reconstruction where rebuilding of the road goes beyond routine maintenance. Roads are accepted by the Town on an ongoing basis but generally do not require capital, only more money for maintenance.

Accomplishments
In recent years the Town has executed several major capital projects: the addition to the Library, the reconstruction of a number of badly deteriorated roads, the construction of a new cell at the landfill, the renovation of the Town Building and School buildings, acquisition of Greenways, and the early stages of refurbishing and upgrading the Town's playing fields. Each of these projects was funded through a bonded indebtedness override vote by the Wayland electorate.

Future Needs

The next major project may well be the Town's Public Safety Building. A committee has analyzed the needs in the building and is examining various alternatives for action. Road repair and reconstruction work are by no means complete, and road betterments require capital as well. The rules for landfill operation require that caps be placed over completed cells. Land for conservation purposes becomes available at unpredictable intervals. The Town's master plan for conservation protection has for a great many years identified parcels in town that have conservation merit. The Conservation Commission has an ongoing need to be prepared to act when one of these parcels is available. The accompanying table identifies capital needs as identified by a number of Town departments.

This year's requests

The following list of items, also included at the end of the budget, enumerates items that have been deemed to have the highest priority and are being recommended to Town Meeting for acquisition.

Health/Landfill	Backhoe/Loader
Health/Landfill	Dump Truck/Utility
Health/Landfill	Roll-off Dumpsters
Highway	Heavy-Duty Throw Plows
Fire	Pick-Up Truck/Command
Fire	Fire Department Car
Park & Recreation	Wide Area Rotary Mower
School	Computers
Schools	Furnishings
Schools	Repair Field House Roof

TOWN OF WAYLAND CAPITAL PLANNING REPORT

Capital by Department	1998	1999	2000	2001	2002	5 year Total
CONSERVATION COMMISSION						
Land Acquisition Fund (1)	15,000	10,000	10,000	10,000	10,000	55,000
Replace pick-up truck		20,000				20,000
Enclose carriage shed/lower level		7,500				7,500
Conservation Subtotal	15,000	37,500	10,000	10,000	0	82,500
POLICE DEPARTMENT						
Police Cars	62,900	70,000	70,000	70,000	70,000	342,900
Police Subtotal	62,900	70,000	70,000	70,000	70,000	342,900
FIRE DEPARTMENT						
Pick up/Command car	40,000					40,000
Fire Chief's Car	25,000					25,000
Car Replacement #2					50,000	50,000
Ambulance			50,000			50,000
Fire Subtotal	65,000	0	50,000	0	50,000	165,000
HIGHWAY DEPARTMENT						
Heavy duty throw plows	24,000					24,000
Twenty Ton Dump Truck w/snow,ice		115,000				115,000
One ton dump rack body truck/plow		38,000				38,000
Asphalt hot patch repair unit		38,000				38,000
Multi purpose tractor/sidewalk plow		77,000				77,000
Catch Basin and Manhole cleaner		38,000				38,000
One ton maintenance truck		39,000				39,000
Ten ton dump truck/snow,ice pkg			96,000			96,000
Front end loader			110,000			110,000
Utility truck			28,000			28,000
One ton pickup truck			32,000			32,000
Five ton roller			40,000			40,000
Ten ton dump truck/snow,ice pkg				100,000		100,000
Additional garage bays				150,000		150,000
Hydraulic garage lift				32,000		32,000
Garage Sprinkler system				50,000		50,000
Street sweeper					115,000	115,000
Salt shed					80,000	80,000
Highway Subtotal	24,000	345,000	306,000	332,000	195,000	1,202,000
LANDFILL						
Backhoe/loader	60,000					60,000
Dump truck/utility	50,000					50,000
Roll off dumpsters	6,000					6,000
Roll off truck				100,000		100,000
Skid Loader				35,000		35,000
Landfill Subtotal	116,000	0	0	135,000	0	251,000
PARK & RECREATION						
Wide area rotary mower	60,000					60,000
One ton dump/plow		40,532				40,532

TOWN OF WAYLAND CAPITAL PLANNING REPORT

Capital by Department	1998	1999	2000	2001	2002	5 year Total
Tractor		40,000				40,000
Slice Seeder		7,200				7,200
Plug aerator		7,000				7,000
Broadcast Seeder		4,000				4,000
York rake		1,950				1,950
Utility truck			40,000			40,000
Line painter			16,000			16,000
Top dresser			15,000			15,000
Trailer			3,000			3,000
One ton dump truck/plow				42,000		42,000
Seventy two inch mower					25,000	25,000
Fifty two inch mower					5,000	5,000
						0
Park & Rec. Subtotal	60,000	100,682	74,000	42,000	30,000	306,682
SCHOOL DEPARTMENT						
Furnishings	50,000	150,000	145,000	135,000	0	480,000
Equipment	0	67,135	44,335	26,000	22,000	159,470
Technology	150,000	357,500	290,000	290,000	290,000	1,377,500
Site work				100,000		100,000
Vehicles	0	31,000	70,000	90,000		191,000
Doors	0					0
Buildings	35,000	234,000	4,000	17,000	75,000	365,000
School Subtotal	235,000	839,635	553,335	658,000	387,000	2,672,970
Departments Subtotal	577,900	1,392,817	1,063,335	1,247,000	732,000	5,023,052

(1) Conservation Master Plan identifies numerous parcels of land that are candidates for acquisition when they become available. It is uncertain when that will be but when and if they do, money is needed for the acquisition.

Separate Funds

WATER DEPARTMENT						
Operational controls		200,000				200,000
Phase one distribution						
Plain Road from Draper to Boston Post		485,000				485,000
Phase two distribution						
Glezen from Concord to Hazelbrook			324,000			324,000
Concord from Old Sudbury to Plain			156,000			156,000
Claypit from Adams to Decatur	160,000					160,000
Old Conn from W. Plain to Indian				316,000		316,000
E Plain from Main to Commonwealth				204,000		204,000
Loker from Hobbs to Thompson						0
Corrosion Control						
Baldwin Pond	165,000					165,000
Baldwin Pond control bldg	55,000					55,000
Happy Hollow Wells	95,000					95,000

TOWN OF WAYLAND CAPITAL PLANNING REPORT

Capital by Department	1998	1999	2000	2001	2002	5 year Total
Meadowview Wells	62,000					62,000
Campbell Road Wells	69,000					69,000
Chamberlain Well	49,000					49,000
Water Subtotal	655,000	685,000	480,000	520,000	0	2,340,000
SEPTAGE TREATMENT						
Capital Replacement			400,000			400,000
Septage Subtotal	0	0				400,000

Summary of Departments	1998	1999	2000	2001	2002	5 yr total
Conservation Commission	15,000	37,500	10,000	10,000	10,000	82,500
Police Department	62,900	70,000	70,000	70,000	70,000	342,900
Fire Department	65,000	0	50,000	0	50,000	165,000
Highway Department	24,000	345,000	306,000	332,000	195,000	1,202,000
Landfill	116,000	0	0	135,000	0	251,000
Park & Recreation	60,000	100,682	74,000	42,000	30,000	306,682
School Department	235,000	839,635	553,335	658,000	387,000	2,672,970
Total of Departments	577,900	1,392,817	1,063,335	1,247,000	742,000	5,023,052
Effect of Dept Cap. on Tax Rate	$0.39	$0.94	$0.72	$0.85	$0.50	$3.40

Non-Departmental						
Water Department	655,000	685,000	480,000	520,000	0	2,340,000
Septage Treatment	0	0	400,000	0	0	400,000
	655,000	685,000	880,000	520,000	0	2,740,000

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. *Town of Wayland*

*** * * WARRANT * * ***

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland who shall be qualified to vote in accord with the provisions of Massachusetts General Laws, Chapter 51, Section 1, to come to their respective polling places (Precincts 1 and 4 in the Gymnasium of the Town Building and Precincts 2 and 3 in the Gymnasium of the Middle School) on:

TUESDAY, APRIL 15, 1997, BETWEEN 7:00 A.M. and 8:00 P.M.

to choose the following Town officers by ballot from Wayland's registered voters for the following terms of office:

One member of the Board of Health for two years;

Two Selectmen, two School Committee members, one Assessor, two Library Trustees, two members of the Board of Health, two Road Commissioners, two Park & Recreation Commissioners, one Water Commissioner, one Trust Fund Commissioner, each for three years;

One member of the Planning Board and one member of the Housing Authority, each for five years;

As well as such other Town Officers as may be necessary;

And to vote "Yes" or "No" upon the following question:

Question 1:

"Shall the Town be allowed to assess an additional $756,000. in real estate and personal property taxes for the purposes of the general operation of the Wayland Public Schools for the fiscal year beginning July first, nineteen hundred and ninety-seven?"

You are also required to notify all such residents of Wayland to meet in the High School Field House on:

Thursday, April 17, 1997 at 7:45 P.M.

to act on the following Articles:

NOTES

ARTICLE 1: HEAR REPORTS

Proposed by: Board of Selectmen

To determine whether the Town will vote to receive and act upon reports of Town officers, agents, trustees, commissioners, boards, and committees.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 2: RECOGNIZE CITIZENS FOR EXTENSIVE SERVICE TO THE TOWN

Proposed by: Board of Selectmen

To determine whether the Town will vote to recognize certain citizens of Wayland for their extensive service to the Town of Wayland.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 3: CHOOSE TOWN OFFICERS

Proposed by: Board of Selectmen

To determine whether the Town will vote to choose Town officers, agents, trustees, councils, commissioners, boards, and committees not elected by the official ballot.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 1.

ARTICLE 4: CURRENT YEAR TRANSFER

Proposed by: Finance Committee *Estimated Cost: $192,000*

To determine whether the Town will vote to appropriate a sum or sums of money for the operation and expenses of various Town departments for the current fiscal year; to determine whether such appropriation shall be provided by taxation, by funds received as grants from the Commonwealth or Federal Government, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise; and to determine which Town officer, board, or committee, or combination of them, shall be authorized to expend the money or monies appropriated therefor.

FINANCE COMMITTEE COMMENTS:

School Area 1: This transfer is necessary to cover unanticipated School Department budget shortfalls for the current fiscal year. The shortfalls were created by events beyond the direct control of the School Department. Special Education costs for unanticipated special needs cases were some $90,000 over budget and increases in school enrollments, not forecast when the FY97 budget was prepared, added $60,000 to the budget overrun.

Police Department Overtime: Unanticipated injuries and resulting disability leaves require some $30,000 in additional overtime for the department in this current fiscal year.

Reconstruct Library Parking Lot: The library upper parking lot needs to be repaved. The Town currently has a very low contract bid through the Highway Department for hot top. This contract expires at the end of the fiscal year so it is prudent to appropriate the funds to undertake this repair during the current fiscal year. The repairs will be paid for out of state library aid funds.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

CURRENT YEAR TRANSFERS FY 97

SCHOOLS	
SCHOOL AREA 1	$150,000
TOTAL SCHOOLS	$150,000
POLICE DEPARTMENT	
POLICE: PATROLMAN SAL	$30,000
LIBRARY	
RECONSTRUCT LIBRARY PARKING LOT	$12,000
TOTAL CURRENT YEAR TRANSFERS	$192,000

FUNDING SOURCES:	
FREE CASH	$180,000
LIBRARY STATE AID ACCOUNT	$12,000
TOTAL SOURCES	$192,000

ARTICLE 5: AMEND PERSONNEL BY-LAWS

Proposed by: Personnel Board

To determine whether the Town will vote to amend the Personnel By-Laws and the Personnel Wage and Salary Classification Plan previously adopted by the Town by making the following additions, deletions or modifications thereto, and by establishing effective dates for such amendments.

PERSONNEL BY-LAWS

(Note: New language is underlined; deleted language is in *italic* and [bracketed]. Only articles that have been amended are included.

ARTICLE I - DEFINITIONS

"Employees in benefit status" - employees working at least 20 hours per week.

ARTICLE X - HOLIDAYS WITH PAY

Section 1. All permanent Town employees in benefit status shall be allowed the following eleven holidays with pay: New Year's Day, Martin Luther King Day, *[Washington's Birthday]* President's Day, Patriots' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day. When one of the foregoing holidays falls on a Sunday, the holiday will be observed on the following Monday. When one of the foregoing holidays falls on a Saturday, the holiday will be observed on the preceding Friday. If a holiday falls on a regularly scheduled day-off, or when a permanent Town employee is scheduled to work on a holiday, s/he shall be given an additional day off with pay or shall receive straight-time pay for the hours actually worked in addition to her/his regular pay.

ARTICLE XIII - BEREAVEMENT LEAVE

Section 1. Each permanent employee in benefit status may be eligible to receive an absence with pay not to exceed three (3) days which may be granted at the discretion of the Supervisory Authority, in the case of death of a member of an employee's immediate family. For purposes of this Article, the term "immediate family" shall mean an employee's spouse, child, father, mother, sister, brother, grandparent, father-in-law, mother-in-law, brother-in-law or sister-in-law.

Section 2. Employees may be granted up to two (2) additional days absence with pay, at the discretion of the Supervisory Authority, in the event of the death of a spouse, child or parent.

[ARTICLE XIX - NON-MONETARY RECOGNITION

Section 1. The Personnel Board shall establish a system/method of non-monetary recognition for exceptional performance or contribution by one or more employee(s).]

(This language already appears in Section 7 of Article III)

ARTICLE *[XX]* XIX - EQUAL EMPLOYMENT OPPORTUNITY

ARTICLE *[XXI]* XX - AMERICANS WITH DISABILITIES ACT

ARTICLE *[XXII]* XXI - FAMILY MEDICAL LEAVE

FINANCE COMMITTEE COMMENTS: This traditional article makes changes in the Personnel By-Law, Article III, Wage and Salary Classification Plan, to incorporate the upconming year's wage and salary schedule to be consistent with negotiated settlements.

ARGUMENTS IN FAVOR: The changes in the Wage and Salary Classification Plan allow for systematic increases based partly on employee evaluation and provide reasonable growth with regard to current

economic conditions. Wayland is entering into the third and final year of three-year contracts (though some are still not settled yet) with all unions in the Town. This final year has the greatest rate of increase, 5%, while the *average* annual increase over the three year period is 3.35%.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 108A.

ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

G-Schedule

Effective July 1, 1997 (2% Adjustment)

	1	2	3	4	5	6	7	8
G-1	$45,888	$46,871	$47,854	$48,836	$49,819	$50,802	$51,785	$52,768
G-2	$47,723	$48,745	$49,768	$50,790	$51,813	$52,835	$53,858	$54,880
G-3								
G-4	$57,726	$58,963	$60,200	$61,437	$62,674	$63,910	$65,147	$66,384
G-5	$60,034	$61,320	$62,606	$63,892	$65,178	$66,465	$67,751	$69,037
G-6	$64,652	$66,038	$67,424	$68,810	$70,196	$71,582	$72,967	$74,353

	9	10	11	12	13	14	15
G-1	$53,751	$54,734	$55,716	$56,699	$57,682	$58,665	$59,654
G-2	$55,903	$56,925	$57,948	$58,970	$59,993	$61,016	$62,039
G-3							
G-4	$67,621	$68,858	$70,095	$71,332	$72,569	$73,806	$75,043
G-5	$70,323	$71,609	$72,902	$74,182	$75,468	$76,754	$78,044
G-6	$75,739	$77,125	$78,511	$79,897	$81,283	$82,668	$84,048

NON-ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

Effective July 1, 1997 (2% Adjustment)

	1	2	3	4	5	6	7	8
SG-3	$27,190	$27,773	$28,355	$28,937	$29,520	$30,103	$30,687	$31,268
SG-4	$29,365	$29,994	$30,623	$31,252	$31,881	$32,510	$33,140	$33,769

	9	10	11	12	13	14	15
SG-3	$31,851	$32,433	$33,015	$33,599	$34,182	$34,765	$35,347
SG-4	$34,398	$35,027	$35,656	$36,285	$36,915	$37,544	$38,174

NON-UNION ADMINISTRATIVE AND PROFESSIONAL	
Finance Director	G-5
Police Chief	G-4
Fire Chief	G-4
Park & Recreation Director	G-2
Library Director	G-2
Water Superintendent	G-2
Personnel Director	G-1

NON-ADMINISTRATIVE AND PROFESSIONAL NON-UNION	
Administrative Secretary, Selectmen	SG-4
Outreach Coordinator, COA	SG-3*
Fee Support Administrator	SG-4*

* part-time

ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

G-Schedule — Effective January 1, 1998 (3% Adjustment)

	1	2	3	4	5	6	7	8
G-1	$47,264	$48,277	$49,289	$50,302	$51,314	$52,326	$53,339	$54,351
G-2	$49,154	$50,208	$51,261	$52,314	$53,367	$54,420	$55,474	$56,527
G-3								
G-4	$59,458	$60,732	$62,006	$63,280	$64,554	$65,828	$67,102	$68,376
G-5	$61,835	$63,159	$64,484	$65,809	$67,134	$68,459	$69,783	$71,108
G-6	$66,592	$68,019	$69,447	$70,874	$72,302	$73,729	$75,156	$76,584

	9	10	11	12	13	14	15
G-1	$55,363	$56,376	$57,388	$58,400	$59,413	$60,425	$61,444
G-2	$57,580	$58,633	$59,686	$60,740	$61,793	$62,846	$63,900
G-3							
G-4	$69,650	$70,924	$72,198	$73,472	$74,746	$76,020	$77,295
G-5	$72,433	$73,758	$75,089	$76,407	$77,732	$79,057	$80,385
G-6	$78,011	$79,439	$80,866	$82,294	$83,721	$85,148	$86,569

NON-ADMINISTRATIVE AND PROFESSIONAL
NON-UNION

Effective January 1, 1998 (3% Adjustment)

	1	2	3	4	5	6	7	8
SG-3	$28,005	$28,606	$29,206	$29,805	$30,406	$31,007	$31,607	$32,206
SG-4	$30,246	$30,894	$31,542	$32,190	$32,838	$33,486	$34,134	$34,782

	9	10	11	12	13	14	15
SG-3	$32,806	$33,406	$34,006	$34,607	$35,207	$35,808	$36,407
SG-4	$35,430	$36,078	$36,726	$37,374	$38,022	$38,670	$39,319

NON-UNION OFFICE STAFF POSITIONS

Effective July 1, 1997 (2% Adjustment)

	Starting Hourly Rate	Step 1	Step 2	Step 3
Hrly. Sen. Sec. Aide	9.99			
Hrly. Sec. Aide	8.81			
Student Sec. Aide	5.79	6.51	7.23	7.96

NON-UNION OFFICE STAFF POSITIONS

Effective January 1, 1998 (3% Adjustment)

	Starting Hourly Rate	Step 1	Step 2	Step 3
Hrly. Sen. Sec. Aide	10.29			
Hrly. Sec. Aide	9.07			
Student Sec. Aide	5.96	6.70	7.45	8.20

POLICE - NON-UNION

Effective January 1, 1996 (Adjustment 2%)

GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$41,675	$43,786	$45,993	$48,314

POLICE - NON-UNION

Effective July 1, 1996 (Adjustment 1%)

GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$42,092	$44,224	$46,453	$48,797

POLICE - NON-UNION

Effective January 1, 1997 (Adjustment 2%)

GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$42,934	$45,108	$47,382	$49,773

POLICE - NON-UNION

Effective July 1, 1997 (Adjustment 2%)

GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$43,792	$46,011	$48,330	$50,769

POLICE - NON-UNION

Effective January 1, 1998 (Adjustment 3%)

GRADE	TITLE	Starting Salary	Step 1	Step 2	Step 3
P-4	Lieutenant	$45,106	$47,391	$49,780	$52,292

PARK & RECREATION NON-UNION

EFFECTIVE JANUARY 1, 1996 (Adjustment 2%)

	1 YEAR	2 YEAR	3 YEAR
SEASONAL LABORER	9.88	10.37	10.87

PARK & RECREATION NON-UNION

EFFECTIVE JULY 1, 1996 (Adjustment 1%)

	1 YEAR	2 YEAR	3 YEAR
SEASONAL LABORER	9.98	10.47	10.98

PARK & RECREATION NON-UNION

EFFECTIVE JANUARY 1, 1997 (Adjustment 2%)

	1 YEAR	2 YEAR	3 YEAR
SEASONAL LABORER	10.18	10.68	11.20

PARK & RECREATION NON-UNION

EFFECTIVE JULY 1, 1997 (Adjustment 2%)

	1 YEAR	2 YEAR	3 YEAR
SEASONAL LABORER	10.38	10.90	11.42

PARK & RECREATION NON-UNION

EFFECTIVE JANUARY 1, 1998 (Adjustment 3%)

	1 YEAR	2 YEAR	3 YEAR
SEASONAL LABORER	10.69	11.22	11.76

PARK & RECREATION - SEASONAL BEACH

EFFECTIVE JANUARY 1, 1997

	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR
BEACH DIRECTOR	14.00	14.40	14.80	15.20	15.60	16.00
BEACH SUPERVISOR	10.80	11.20	11.60	12.00		
HEADGUARD	9.40	9.80	10.20	10.60		
LIFEGUARD/INST.	8.00	8.40	8.80	9.20		
BEACH POLICE	6.80	7.20	7.60	8.00		
SWIM AIDE	5.80	6.20	6.60	7.00		

PART-TIME SEASONAL AND OTHER NON-UNION POSITIONS

Effective July 1, 1997 (Adjustment 2%)

TITLE	Rate	Per
School Traffic Supervisors	$5,175.75	Year
School Traffic Substitutes	$29.68	Day
Special Police Matrons	$13.46	Hour
Call Firefighters	$13.46	Hour
Temporary Custodians	$10.53	Hour
JCC Dispatcher	$9.56	Hour
Police Intern	$6.95	Hour

PART-TIME SEASONAL AND OTHER NON-UNION POSITIONS

Effective January 1, 1998 (Adjustment 3%)

TITLE	Rate	Per
School Traffic Supervisors	$5,331.02	Year
School Traffic Substitutes	$30.57	Day
Special Police Matrons	$13.86	Hour
Call Firefighters	$13.86	Hour
Temporary Custodians	$10.84	Hour
JCC Dispatcher	$9.85	Hour
Police Intern	$7.16	Hour

OFFICE STAFF NON-UNION — Effective July 1, 1997 (2% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
S-9	$21,896	$22,819	$23,732	$24,645
S-10	$22,819	$23,770	$24,722	$25,671
S-12	$24,760	$25,792	$26,824	$27,856
S-13	$25,735	$26,807	$27,879	$28,952
S-14	$26,762	$27,877	$28,992	$30,107
S-15	$27,803	$28,962	$30,120	$31,279
S-16	$28,933	$30,139	$31,344	$32,549
S-17	$30,078	$31,331	$32,584	$33,836
S-18	$31,316	$32,621	$33,925	$35,231

OFFICE STAFF NON-UNION — Effective January 1, 1998 (3% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
S-9	$22,552	$23,504	$24,444	$25,384
S-10	$23,504	$24,483	$25,463	$26,441
S-12	$25,503	$26,566	$27,629	$28,691
S-13	$26,508	$27,612	$28,715	$29,821
S-14	$27,565	$28,713	$29,861	$31,011
S-15	$28,637	$29,830	$31,024	$32,217
S-16	$29,801	$31,043	$32,285	$33,526
S-17	$30,981	$32,271	$33,562	$34,854
S-18	$32,256	$33,599	$34,943	$36,288

S SCHEDULE NON-UNION

Administrative Secretary, Police Dept.	**S-16**
Secretary, Selectmen	**S-16**
***Principal Clerk, COA**	**S-10**
***Water Clerk**	**S-9**

*** part-time**

LIBRARY - NON-UNION

Effective January 1, 1996 (Adjustment 2%)

Grade	Hourly Pay Rate
Library Page	6.61

LIBRARY - NON-UNION

Effective July 1, 1996 (Adjustment 1%)

Grade	Hourly Pay Rate
Library Page	6.68

LIBRARY - NON-UNION

Effective January 1, 1997 (Adjustment 2%)

Grade	Hourly Pay Rate
Library Page	6.81

LIBRARY - NON-UNION

Effective July 1, 1997 (Adjustment 2%)

Grade	Hourly Pay Rate
Library Page	6.95

LIBRARY - NON-UNION

Effective January 1, 1998 (Adjustment 3%)

Grade	Hourly Pay Rate
Library Page	7.16

LIBRARY - NON-UNION - PART-TIME WEEKEND PROFESSIONALS

EFFECTIVE JULY 1, 1996

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
$15.11	$15.38	$15.66	$15.93	$16.21	$16.48	$16.76	$17.03	$17.31	$17.58	$17.86	$18.13

LIBRARY - NON-UNION - PART-TIME WEEKEND PROFESSIONALS

EFFECTIVE JANUARY 1, 1997 (Adjustment 2%)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
$15.41	$15.69	$15.97	$16.25	$16.53	$16.81	$17.10	$17.37	$17.66	$17.93	$18.22	$18.49

LIBRARY - NON-UNION - PART-TIME WEEKEND PROFESSIONALS

EFFECTIVE JULY 1, 1997 (Adjustment 2%)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
$15.72	$16.00	$16.29	$16.57	$16.86	$17.15	$17.44	$17.72	$18.01	$18.29	$18.58	$18.86

LIBRARY - NON-UNION - PART-TIME WEEKEND PROFESSIONALS

EFFECTIVE JANUARY 1, 1998 (Adjustment 3%)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
$16.19	$16.48	$16.78	$17.07	$17.37	$17.66	$17.96	$18.25	$18.55	$18.84	$19.14	$19.43

FIRE - UNION

EFFECTIVE JANUARY 1, 1996 (2.0%)

		Start	After 1 Year	After 2 Years	Max
Deputy	F-6				$45,498
Captain	F-5	$36,988	$38,267	$39,602	$40,989
Elec./Mech.	F-4	$35,676	$36,840	$38,108	$39,425
Lieutenant	F-3	$33,778	$34,843	$36,160	$37,422
Clerk	F-2	$32,719	$33,827	$35,619	$36,167
Firefighter	F-1	$30,566	$31,623	$32,718	$33,853

FIRE - UNION

EFFECTIVE JULY 1, 1996 (1.0%)

		Start	After 1 Year	After 2 Years	Max
Deputy	F-6				$45,953
Captain	F-5	$37,358	$38,649	$39,998	$41,399
Elec./Mech.	F-4	$36,033	$37,209	$38,489	$39,819
Lieutenant	F-3	$34,116	$35,191	$36,521	$37,796
Clerk	F-2	$33,046	$34,165	$35,975	$36,529
Firefighter	F-1	$30,871	$31,939	$33,045	$34,192

FIRE - UNION

EFFECTIVE JANUARY 1, 1997 (2.0%)

		Start	After 1 Year	After 2 Years	Max
Deputy	F-6				$46,872
Captain	F-5	$38,105	$39,422	$40,798	$42,227
Elec./Mech.	F-4	$36,754	$37,953	$39,259	$40,616
Lieutenant	F-3	$34,798	$35,895	$37,252	$38,552
Clerk	F-2	$33,707	$34,848	$36,695	$37,260
Firefighter	F-1	$31,489	$32,578	$33,706	$34,875

FIRE - UNION

EFFECTIVE JULY 1, 1997 (2.0%)

		Start	After 1 Year	After 2 Years	Max
Deputy	F-6				$47,810
Captain	F-5	$38,867	$40,211	$41,614	$43,071
Elec./Mech.	F-4	$37,489	$38,712	$40,044	$41,428
Lieutenant	F-3	$35,494	$36,613	$37,997	$39,323
Clerk	F-2	$34,381	$35,545	$37,428	$38,005
Firefighter	F-1	$32,118	$33,230	$34,380	$35,573

FIRE - UNION

EFFECTIVE JANUARY 1, 1998 (3.0%)

		Start	After 1 Year	After 2 Years	Max
Deputy	F-6				$49,244
Captain	F-5	$40,033	$41,417	$42,863	$44,364
Elec./Mech.	F-4	$38,614	$39,873	$41,246	$42,671
Lieutenant	F-3	$36,559	$37,711	$39,137	$40,503
Clerk	F-2	$35,413	$36,611	$38,551	$39,145
Firefighter	F-1	$33,082	$34,226	$35,412	$36,640

POLICE - UNION

EFFECTIVE JANUARY 1, 1996 (Adjustment 2.0%)

		MINIMUM	1	2	3
P1 Patrolman	Annual	$30,502	$32,027	$33,628	$35,309
P2 Sergeant	Annual	$36,554	$38,365	$40,282	$42,297

POLICE - UNION

EFFECTIVE JULY 1, 1996 (Adjustment 1.0%)

		MINIMUM	1	2	3
P1 Patrolman	Annual	$30,807	$32,347	$33,965	$35,662
* P2 Sergeant	Annual	$37,446	$39,318	$41,284	$43,348

POLICE - UNION

EFFECTIVE JANUARY 1, 1997 (Adjustment 2.0%)

		MINIMUM	1	2	3
P1 Patrolman	Annual	$31,423	$32,994	$34,644	$36,376
P2 Sergeant	Annual	$38,195	$40,104	$42,110	$44,215

POLICE - UNION

EFFECTIVE JULY 1, 1997 (Adjustment 2.0%)

		MINIMUM	1	2	3
P1 Patrolman	Annual	$32,052	$33,654	$35,337	$37,103
P2 Sergeant	Annual	$38,959	$40,906	$42,952	$45,099

POLICE - UNION

EFFECTIVE JANUARY 1, 1998 (Adjustment 3.0%)

		MINIMUM	1	2	3
P1 Patrolman	Annual	$33,013	$34,664	$36,397	$38,216
P2 Sergeant	Annual	$40,128	$42,134	$44,240	$46,452

* P2 - Further adjusted to equalize steps between grades

PARK AND RECREATION - UNION

EFFECTIVE JANUARY 1, 1996 (Adjustment 2%)

	MINIMUM	After 1 Yr	After 2 Yrs	After 3 Yrs
P&R 1	11.57	11.92	12.30	12.74
P&R 2	11.92	12.30	12.74	13.16
P&R 3	13.16	13.54	14.04	14.48
P&R 4	14.04	14.48	15.07	15.47
P&R 6	15.07	15.47	16.00	16.54

PARK AND RECREATION - UNION

EFFECTIVE JULY 1, 1996 (Adjustment 1%)

	MINIMUM	After 1 Yr	After 2 Yrs	After 3 Yrs
P&R 1	11.68	12.04	12.42	12.87
P&R 2	12.04	12.42	12.87	13.29
P&R 3	13.29	13.67	14.18	14.63
P&R 4	14.18	14.63	15.22	15.63
P&R 6	15.22	15.63	16.16	16.71

PARK AND RECREATION - UNION

EFFECTIVE JANUARY 1, 1997 (Adjustment 2%)

	MINIMUM	After 1 Yr	After 2 Yrs	After 3 Yrs
P&R 1	11.92	12.28	12.67	13.12
P&R 2	12.28	12.67	13.12	13.56
P&R 3	13.56	13.94	14.46	14.92
P&R 4	14.46	14.92	15.52	15.94
P&R 6	15.52	15.94	16.49	17.04

PARK AND RECREATION - UNION

EFFECTIVE JULY 1, 1997 (Adjustment 2%)

	MINIMUM	After 1 Yr	After 2 Yrs	After 3 Yrs
P&R 1	12.15	12.53	12.93	13.39
P&R 2	12.53	12.93	13.39	13.83
P&R 3	13.83	14.22	14.75	15.22
P&R 4	14.75	15.22	15.83	16.26
P&R 6	15.83	16.26	16.82	17.38

PARK AND RECREATION - UNION

EFFECTIVE JANUARY 1, 1998 (Adjustment 3%)

	MINIMUM	After 1 Yr	After 2 Yrs	After 3 Yrs
P&R 1	12.52	12.91	13.31	13.79
P&R 2	12.91	13.31	13.79	14.24
P&R 3	14.24	14.65	15.19	15.68
P&R 4	15.19	15.68	16.31	16.75
P&R 6	16.31	16.75	17.32	17.91

PARK & RECREATION UNION CLASSIFICATIONS

General Foreman	**P & R 6**
Master Mechanic	**P & R 6**
Working Foreman	**P & R 4**
Groundskeeper II	**P & R 2**
Groundskeeper I	**P & R 1**

HIGHWAY - UNION

Effective January 1, 1996 (2% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
H-5	12.40	12.77	13.20	13.59
H-6	12.77	13.20	13.59	14.10
H-7	13.20	13.59	14.10	14.50
H-8	13.59	14.10	14.50	15.02
H-9	14.12	14.50	15.02	15.52
H-10	14.50	15.02	15.52	16.03
H-11	15.02	15.52	16.03	16.59

HIGHWAY - UNION

Effective July 1, 1996 (1% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
H-5	12.53	12.90	13.33	13.72
H-6	12.90	13.33	13.72	14.24
H-7	13.33	13.72	14.24	14.65
H-8	13.72	14.24	14.65	15.17
H-9	14.26	14.65	15.17	15.68
H-10	14.65	15.17	15.68	16.19
H-11	15.17	15.68	16.19	16.75

HIGHWAY - UNION

Effective January 1, 1997 (2% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
H-5	12.78	13.16	13.60	14.00
H-6	13.16	13.60	14.00	14.52
H-7	13.60	14.00	14.52	14.94
H-8	14.00	14.52	14.94	15.48
H-9	14.54	14.94	15.48	15.99
H-10	14.94	15.48	15.99	16.52
H-11	15.48	15.99	16.52	17.09

HIGHWAY - UNION

Effective July 1, 1997 (2% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
H-5	13.03	13.42	13.87	14.28
H-6	13.42	13.87	14.28	14.81
H-7	13.87	14.28	14.81	15.24
H-8	14.28	14.81	15.24	15.79
H-9	14.83	15.24	15.79	16.31
H-10	15.24	15.79	16.31	16.85
H-11	15.79	16.31	16.85	17.43

HIGHWAY - UNION

Effective January 1, 1998 (3% Adjustment)

GRADE	MINIMUM	STEP 1	STEP 2	STEP 3
H-5	13.42	13.82	14.29	14.70
H-6	13.82	14.29	14.70	15.26
H-7	14.29	14.70	15.26	15.70
H-8	14.70	15.26	15.70	16.26
H-9	15.28	15.70	16.26	16.80
H-10	15.70	16.26	16.80	17.35
H-11	16.26	16.80	17.35	17.95

HIGHWAY UNION POSITION CLASSIFICATIONS

General Foreman	H-11
Asst. Chief Operator, Septage	H-11
Master Mechanic	H-11
Mechanic Operator	H-11
Working Foreman	H-10
Mechanic/Welder	H-10
Grader Operator	H-8
Heavy Equipment Operator	H-7
Medium Equipment Operator	H-6

CLERICAL - UNION

Effective July 1,1995

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C-10	$18,818	$19,326	$19,834	$20,342	$20,850	$21,359	$21,867	$22,375
C-12	$20,324	$20,873	$21,421	$21,970	$22,519	$23,068	$23,616	$24,165
C-13	$21,144	$21,715	$22,286	$22,857	$23,428	$23,999	$24,569	$25,140
C-14	$21,995	$22,589	$23,183	$23,777	$24,371	$24,965	$25,558	$26,152
C-15	$22,844	$23,461	$24,078	$24,694	$25,311	$25,928	$26,545	$27,162

	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
C-10	$22,883	$23,391	$23,899	$24,040	$24,181	$24,322	$24,463
C-12	$24,714	$25,262	$25,811	$25,964	$26,116	$26,269	$26,421
C-13	$25,711	$26,282	$26,853	$27,012	$27,170	$27,329	$27,487
C-14	$26,746	$27,340	$27,934	$28,099	$28,264	$28,429	$28,594
C-15	$27,778	$28,395	$29,012	$29,183	$29,355	$29,525	$29,697

CIVILIAN DISPATCHERS

Effective July 1, 1995

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
$21,038	$21,880	$22,755	$23,665	$24,611	$25,596	$26,876

CLERICAL - UNION

Effective January 1, 1996 (2% Adjustment)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C-10	$19,194	$19,713	$20,231	$20,749	$21,267	$21,786	$22,304	$22,823
C-12	$20,730	$21,290	$21,849	$22,409	$22,969	$23,529	$24,088	$24,648
C-13	$21,567	$22,149	$22,732	$23,314	$23,897	$24,479	$25,060	$25,643
C-14	$22,435	$23,041	$23,647	$24,253	$24,858	$25,464	$26,069	$26,675
C-15	$23,301	$23,930	$24,560	$25,188	$25,817	$26,447	$27,076	$27,705

	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
C-10	$23,341	$23,859	$24,377	$24,521	$24,665	$24,808	$24,952
C-12	$25,208	$25,767	$26,327	$26,483	$26,638	$26,794	$26,949
C-13	$26,225	$26,808	$27,390	$27,552	$27,713	$27,876	$28,037
C-14	$27,281	$27,887	$28,493	$28,661	$28,829	$28,998	$29,166
C-15	$28,334	$28,963	$29,592	$29,767	$29,942	$30,116	$30,291

CIVILIAN DISPATCHERS

Effective January 1, 1996 (2% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
$21,459	$22,318	$23,210	$24,138	$25,103	$26,108	$27,414

CLERICAL - UNION

Effective July 1, 1996 (1% Adjustment)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C-10	$19,386	$19,910	$20,433	$20,956	$21,480	$22,004	$22,527	$23,051
C-12	$20,938	$21,503	$22,068	$22,633	$23,199	$23,765	$24,329	$24,895
C-13	$21,783	$22,371	$22,959	$23,547	$24,136	$24,724	$25,311	$25,899
C-14	$22,659	$23,271	$23,883	$24,495	$25,107	$25,719	$26,330	$26,942
C-15	$23,534	$24,170	$24,805	$25,440	$26,075	$26,711	$27,347	$27,982

	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
C-10	$23,574	$24,097	$24,621	$24,766	$24,911	$25,057	$25,202
C-12	$25,460	$26,025	$26,590	$26,748	$26,905	$27,062	$27,219
C-13	$26,487	$27,076	$27,664	$27,828	$27,991	$28,154	$28,317
C-14	$27,554	$28,166	$28,778	$28,948	$29,118	$29,288	$29,458
C-15	$28,617	$29,253	$29,888	$30,064	$30,242	$30,417	$30,594

CIVILIAN DISPATCHERS

Effective July 1, 1996 (1% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
$21,673	$22,541	$23,442	$24,380	$25,354	$26,369	$27,688

CLERICAL - UNION

Effective January 1, 1997 (2% Adjustment)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C-10	$19,774	$20,308	$20,842	$21,375	$21,909	$22,444	$22,978	$23,512
C-12	$21,357	$21,933	$22,509	$23,086	$23,663	$24,240	$24,816	$25,393
C-13	$22,218	$22,818	$23,418	$24,018	$24,618	$25,218	$25,817	$26,417
C-14	$23,112	$23,737	$24,361	$24,985	$25,609	$26,233	$26,856	$27,481
C-15	$24,005	$24,653	$25,301	$25,949	$26,597	$27,245	$27,894	$28,542

CLERICAL - UNION

Effective January 1, 1997 (2% Adjustment)

C-10	$24,046	$24,579	$25,113	$25,261	$25,409	$25,558	$25,706
C-12	$25,970	$26,545	$27,122	$27,283	$27,443	$27,604	$27,763
C-13	$27,017	$27,617	$28,217	$28,384	$28,550	$28,717	$28,883
C-14	$28,105	$28,729	$29,353	$29,527	$29,700	$29,873	$30,047
C-15	$29,189	$29,838	$30,486	$30,666	$30,846	$31,025	$31,206

CIVILIAN DISPATCHERS

Effective January 1, 1997 (2% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
$22,107	$22,992	$23,911	$24,867	$25,861	$26,896	$28,241

CLERICAL - UNION

Effective July 1, 1997 (2% Adjustment)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C-10	$20,170	$20,714	$21,258	$21,803	$22,347	$22,893	$23,437	$23,982
C-12	$21,784	$22,372	$22,959	$23,548	$24,136	$24,725	$25,312	$25,901
C-13	$22,663	$23,275	$23,887	$24,499	$25,111	$25,723	$26,334	$26,946
C-14	$23,575	$24,211	$24,848	$25,485	$26,121	$26,758	$27,394	$28,030
C-15	$24,485	$25,146	$25,807	$26,468	$27,129	$27,790	$28,451	$29,113

	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
C-10	$24,526	$25,071	$25,615	$25,767	$25,918	$26,069	$26,220
C-12	$26,489	$27,076	$27,665	$27,829	$27,992	$28,156	$28,319
C-13	$27,558	$28,170	$28,782	$28,952	$29,121	$29,292	$29,461
C-14	$28,667	$29,304	$29,940	$30,117	$30,294	$30,471	$30,648
C-15	$29,773	$30,434	$31,096	$31,279	$31,463	$31,645	$31,830

CIVILIAN DISPATCHERS

Effective July 1, 1997 (2% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
$22,549	$23,451	$24,389	$25,365	$26,379	$27,434	$28,806

CLERICAL - UNION

Effective January 1, 1998 (3% Adjustment)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C-10	$20,775	$21,335	$21,896	$22,457	$23,018	$23,580	$24,141	$24,701
C-12	$22,437	$23,043	$23,648	$24,254	$24,860	$25,466	$26,071	$26,678
C-13	$23,342	$23,973	$24,603	$25,234	$25,864	$26,494	$27,124	$27,754
C-14	$24,282	$24,938	$25,593	$26,249	$26,905	$27,561	$28,215	$28,871
C-15	$25,219	$25,900	$26,582	$27,262	$27,943	$28,624	$29,305	$29,986

	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
C-10	$25,262	$25,823	$26,384	$26,540	$26,695	$26,851	$27,007
C-12	$27,284	$27,889	$28,495	$28,664	$28,831	$29,000	$29,168
C-13	$28,384	$29,015	$29,645	$29,821	$29,995	$30,171	$30,345
C-14	$29,527	$30,183	$30,838	$31,021	$31,203	$31,385	$31,567
C-15	$30,666	$31,347	$32,029	$32,217	$32,407	$32,595	$32,785

CIVILIAN DISPATCHERS

Effective January 1, 1998 (3% Adjustment)

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
$23,225	$24,155	$25,121	$26,126	$27,170	$28,257	$29,670

CLERICAL UNION POSITION CLASSIFICATIONS

Supervisor of Accounts, Accounting	C15	Principal Clerk, Inspection	C13
Payroll Supervisor, Accounting	C15	Principal Clerk, Highway	C13
Assistant Treasurer	C14	Water Department Assistant	C13
Assistant Town Clerk	C14	Senior Clerk, Assessors	C13
Administrative Assistant, Board of Health	C13	Department Assistant, Park & Recreation	C13
Principal Clerk, Treasurer/ Collector	C13	Senior Clerk, Highway	C12

LIBRARY

L Schedule
Effective January 1, 1996 (2.0%)

Step		L-1	L-2	L-3	L-4	L-5	L-6
1	Annual	$22,183.99	$23,957.59	$25,875.72	$27,945.11	$30,180.31	$32,594.73
	Weekly	$426.62	$460.72	$497.60	$537.40	$580.39	$626.82
	Hourly	$12.19	$13.16	$14.22	$15.35	$16.58	$17.91
2	Annual	$22,659.04	$24,471.86	$26,430.32	$28,544.53	$30,827.91	$33,294.14
	Weekly	$435.75	$470.61	$508.27	$548.93	$592.84	$640.27
	Hourly	$12.45	$13.44	$14.52	$15.69	$16.94	$18.29
3	Annual	$23,134.10	$24,985.00	$26,983.80	$29,142.82	$31,474.38	$33,992.33
	Weekly	$444.89	$480.49	$518.91	$560.44	$605.28	$653.70
	Hourly	$12.72	$13.72	$14.82	$16.01	$17.30	$18.68
4	Annual	$23,609.15	$25,498.15	$27,538.40	$29,742.24	$32,120.85	$34,690.52
	Weekly	$454.02	$490.34	$529.58	$571.97	$617.71	$667.12
	Hourly	$12.97	$14.01	$15.13	$16.35	$17.65	$19.06
5	Annual	$24,085.32	$26,011.29	$28,093.00	$30,340.53	$32,767.33	$35,388.71
	Weekly	$463.17	$500.22	$540.25	$583.47	$630.14	$680.55
	Hourly	$13.23	$14.30	$15.44	$16.67	$18.00	$19.44
6	Annual	$24,560.37	$26,525.56	$28,647.60	$30,938.83	$33,414.92	$36,088.12
	Weekly	$472.32	$510.11	$550.91	$594.98	$642.60	$694.00
	Hourly	$13.49	$14.58	$15.74	$17.00	$18.36	$19.83
7	Annual	$25,035.42	$27,038.70	$29,202.20	$31,538.24	$34,061.39	$36,786.30
	Weekly	$481.45	$519.98	$561.58	$606.51	$655.02	$707.43
	Hourly	$13.76	$14.86	$16.04	$17.33	$18.71	$20.22
8	Annual	$25,510.47	$27,551.85	$29,756.80	$32,136.54	$34,707.87	$37,484.50
	Weekly	$490.59	$529.84	$572.25	$618.01	$667.46	$720.85
	Hourly	$14.02	$15.14	$16.35	$17.66	$19.07	$20.59
9	Annual	$25,986.64	$28,064.99	$30,310.28	$32,735.96	$35,354.34	$38,182.69
	Weekly	$499.74	$539.71	$582.89	$629.53	$679.89	$734.28
	Hourly	$14.27	$15.42	$16.65	$17.98	$19.43	$20.98
10	Annual	$26,461.69	$28,579.26	$30,864.88	$33,334.25	$36,000.81	$38,880.87
	Weekly	$508.88	$549.60	$593.56	$641.04	$692.32	$747.71
	Hourly	$14.54	$15.71	$16.96	$18.32	$19.78	$21.36
11	Annual	$26,936.75	$29,092.40	$31,419.48	$33,933.67	$36,647.28	$39,579.07
	Weekly	$518.02	$559.47	$604.22	$652.57	$704.76	$761.13
	Hourly	$14.80	$15.99	$17.27	$18.64	$20.13	$21.75
12	Annual	$27,412.92	$29,605.55	$31,975.20	$34,531.96	$37,294.88	$40,278.47
	Weekly	$527.17	$569.33	$614.91	$664.07	$717.20	$774.59
	Hourly	$15.06	$16.27	$17.57	$18.97	$20.49	$22.13
13	Annual	$27,887.97	$30,118.69	$32,528.68	$35,131.38	$37,941.35	$40,976.65
	Weekly	$536.30	$579.20	$625.56	$675.60	$729.64	$788.01
	Hourly	$15.33	$16.55	$17.87	$19.30	$20.85	$22.51

14	Annual	$28,363.02	$30,632.96	$33,083.28	$35,729.67	$38,587.82	$41,674.85
	Weekly	$545.45	$589.10	$636.22	$687.11	$742.08	$801.44
	Hourly	$15.58	$16.83	$18.17	$19.63	$21.20	$22.90
15	Annual	$28,839.19	$31,146.10	$33,637.88	$36,329.09	$39,235.42	$42,374.26
	Weekly	$554.60	$598.97	$646.89	$698.64	$754.52	$814.89
	Hourly	$15.84	$17.11	$18.49	$19.97	$21.56	$23.29

Step - Custodian

Minimum	Annual	$21,253.41
	Weekly	$408.72
	Hourly	$11.67
After 1 Yr	Annual	$22,044.41
	Weekly	$423.93
	Hourly	$12.11
After 2 Yrs	Annual	$22,831.72
	Weekly	$439.08
	Hourly	$12.55
After 3 Yrs	Annual	$23,665.98
	Weekly	$455.12
	Hourly	$13.01
After 4 Yrs	Annual	$24,537.33
	Weekly	$471.87
	Hourly	$13.48
After 5 Yrs	Annual	$25,438.34
	Weekly	$489.20
	Hourly	$13.98

LIBRARY

L Schedule
Effective July 1, 1996 (1.0%)

Step		L-1	L-2	L-3	L-4	L-5	L-6
1	Annual	$22,405.83	$24,197.17	$26,134.48	$28,224.56	$30,482.12	$32,920.68
	Weekly	$430.88	$465.33	$502.58	$542.78	$586.20	$633.09
	Hourly	$12.31	$13.30	$14.36	$15.50	$16.75	$18.09
2	Annual	$22,885.63	$24,716.58	$26,694.63	$28,829.97	$31,136.19	$33,627.08
	Weekly	$440.10	$475.32	$513.35	$554.42	$598.77	$646.68
	Hourly	$12.57	$13.58	$14.67	$15.84	$17.11	$18.47
3	Annual	$23,365.44	$25,234.85	$27,253.64	$29,434.25	$31,789.12	$34,332.25
	Weekly	$449.34	$485.29	$524.10	$566.04	$611.33	$660.23
	Hourly	$12.84	$13.86	$14.97	$16.17	$17.47	$18.86
4	Annual	$23,845.24	$25,753.13	$27,813.79	$30,039.66	$32,442.06	$35,037.42
	Weekly	$458.56	$495.25	$534.88	$577.69	$623.89	$673.79
	Hourly	$13.10	$14.15	$15.28	$16.51	$17.82	$19.25
5	Annual	$24,326.17	$26,271.41	$28,373.93	$30,643.94	$33,095.00	$35,742.59
	Weekly	$467.81	$505.22	$545.65	$589.31	$636.44	$687.36
	Hourly	$13.36	$14.44	$15.59	$16.84	$18.18	$19.64
6	Annual	$24,805.97	$26,790.81	$28,934.08	$31,248.22	$33,749.07	$36,449.00
	Weekly	$477.04	$515.21	$556.42	$600.93	$649.02	$700.94
	Hourly	$13.62	$14.72	$15.90	$17.17	$18.55	$20.03
7	Annual	$25,285.77	$27,309.09	$29,494.22	$31,853.63	$34,402.01	$37,154.16
	Weekly	$486.26	$525.18	$567.20	$612.57	$661.57	$714.51
	Hourly	$13.90	$15.01	$16.20	$17.51	$18.90	$20.42
8	Annual	$25,765.58	$27,827.37	$30,054.37	$32,457.90	$35,054.94	$37,859.35
	Weekly	$495.50	$535.14	$577.97	$624.19	$674.13	$728.06
	Hourly	$14.16	$15.29	$16.51	$17.83	$19.26	$20.80
9	Annual	$26,246.51	$28,345.64	$30,613.38	$33,063.31	$35,707.88	$38,564.52
	Weekly	$504.74	$545.11	$588.72	$635.83	$686.69	$741.62
	Hourly	$14.42	$15.57	$16.82	$18.16	$19.62	$21.19
10	Annual	$26,726.31	$28,865.05	$31,173.53	$33,667.59	$36,360.82	$39,269.68
	Weekly	$513.96	$555.10	$599.49	$647.45	$699.24	$755.19
	Hourly	$14.69	$15.87	$17.13	$18.50	$19.97	$21.57
11	Annual	$27,206.11	$29,383.33	$31,733.68	$34,273.00	$37,013.76	$39,974.86
	Weekly	$523.20	$565.07	$610.26	$659.09	$711.80	$768.75
	Hourly	$14.95	$16.15	$17.44	$18.83	$20.33	$21.96
12	Annual	$27,687.05	$29,901.60	$32,294.95	$34,877.28	$37,667.83	$40,681.26
	Weekly	$532.44	$575.03	$621.06	$670.72	$724.38	$782.33
	Hourly	$15.21	$16.43	$17.74	$19.16	$20.70	$22.36
13	Annual	$28,166.85	$30,419.88	$32,853.97	$35,482.69	$38,320.76	$41,386.42
	Weekly	$541.67	$585.00	$631.81	$682.36	$736.94	$795.89
	Hourly	$15.48	$16.71	$18.05	$19.50	$21.06	$22.74

14	Annual	$28,646.65	$30,939.29	$33,414.11	$36,086.97	$38,973.70	$42,091.60
	Weekly	$550.90	$594.99	$642.58	$693.98	$749.50	$809.46
	Hourly	$15.74	$17.00	$18.35	$19.83	$21.41	$23.13
15	Annual	$29,127.58	$31,457.56	$33,974.26	$36,692.38	$39,627.77	$42,798.00
	Weekly	$560.15	$604.96	$653.36	$705.63	$762.07	$823.04
	Hourly	$16.00	$17.28	$18.67	$20.17	$21.77	$23.52

Step - Custodian

Minimum	Annual	$21,465.94
	Weekly	$412.81
	Hourly	$11.79
After 1 Yr	Annual	$22,264.86
	Weekly	$428.17
	Hourly	$12.23
After 2 Yrs	Annual	$23,060.04
	Weekly	$443.47
	Hourly	$12.67
After 3 Yrs	Annual	$23,902.64
	Weekly	$459.67
	Hourly	$13.14
After 4 Yrs	Annual	$24,782.71
	Weekly	$476.59
	Hourly	$13.61
After 5 Yrs	Annual	$25,692.72
	Weekly	$494.09
	Hourly	$14.12

LIBRARY

L Schedule
Effective January 1, 1997 (2.0%)

Step		L-1	L-2	L-3	L-4	L-5	L-6
1	Annual	$22,853.95	$24,681.11	$26,657.17	$28,789.05	$31,091.76	$33,579.09
	Weekly	$439.50	$474.63	$512.63	$553.63	$597.92	$645.75
	Hourly	$12.56	$13.56	$14.65	$15.81	$17.08	$18.45
2	Annual	$23,343.35	$25,210.91	$27,228.52	$29,406.57	$31,758.91	$34,299.62
	Weekly	$448.91	$484.83	$523.62	$565.51	$610.74	$659.61
	Hourly	$12.82	$13.85	$14.96	$16.16	$17.45	$18.84
3	Annual	$23,832.75	$25,739.55	$27,798.71	$30,022.93	$32,424.91	$35,018.89
	Weekly	$458.33	$495.00	$534.59	$577.36	$623.56	$673.44
	Hourly	$13.10	$14.14	$15.27	$16.49	$17.82	$19.24
4	Annual	$24,322.14	$26,268.19	$28,370.06	$30,640.45	$33,090.90	$35,738.17
	Weekly	$467.73	$505.15	$545.57	$589.24	$636.37	$687.27
	Hourly	$13.37	$14.43	$15.58	$16.84	$18.18	$19.64
5	Annual	$24,812.70	$26,796.83	$28,941.41	$31,256.82	$33,756.90	$36,457.45
	Weekly	$477.16	$515.32	$556.56	$601.09	$649.17	$701.11
	Hourly	$13.63	$14.73	$15.91	$17.18	$18.55	$20.03
6	Annual	$25,302.09	$27,326.63	$29,512.76	$31,873.18	$34,424.05	$37,177.98
	Weekly	$486.58	$525.51	$567.55	$612.95	$662.00	$714.96
	Hourly	$13.90	$15.02	$16.22	$17.51	$18.92	$20.43
7	Annual	$25,791.49	$27,855.27	$30,084.11	$32,490.70	$35,090.05	$37,897.25
	Weekly	$495.99	$535.68	$578.54	$624.82	$674.80	$728.80
	Hourly	$14.17	$15.31	$16.53	$17.86	$19.28	$20.83
8	Annual	$26,280.89	$28,383.91	$30,655.46	$33,107.06	$35,756.04	$38,616.53
	Weekly	$505.41	$545.84	$589.53	$636.68	$687.62	$742.62
	Hourly	$14.44	$15.59	$16.84	$18.19	$19.65	$21.22
9	Annual	$26,771.44	$28,912.56	$31,225.65	$33,724.58	$36,422.04	$39,335.81
	Weekly	$514.84	$556.01	$600.49	$648.54	$700.43	$756.45
	Hourly	$14.71	$15.88	$17.15	$18.53	$20.01	$21.62
10	Annual	$27,260.84	$29,442.35	$31,797.00	$34,340.95	$37,088.04	$40,055.07
	Weekly	$524.24	$566.20	$611.48	$660.40	$713.23	$770.29
	Hourly	$14.98	$16.18	$17.48	$18.87	$20.37	$22.00
11	Annual	$27,750.24	$29,970.99	$32,368.35	$34,958.46	$37,754.03	$40,774.36
	Weekly	$533.66	$576.37	$622.47	$672.28	$726.04	$784.12
	Hourly	$15.25	$16.47	$17.79	$19.21	$20.74	$22.40
12	Annual	$28,240.79	$30,499.64	$32,940.85	$35,574.83	$38,421.18	$41,494.88
	Weekly	$543.09	$586.53	$633.48	$684.13	$738.86	$797.98
	Hourly	$15.51	$16.76	$18.10	$19.54	$21.11	$22.80
13	Annual	$28,730.19	$31,028.28	$33,511.05	$36,192.35	$39,087.18	$42,214.15
	Weekly	$552.50	$596.70	$644.45	$696.01	$751.68	$811.81
	Hourly	$15.79	$17.05	$18.41	$19.89	$21.48	$23.19

14	Annual	$29,219.58	$31,558.07	$34,082.40	$36,808.71	$39,753.18	$42,933.43
	Weekly	$561.92	$606.89	$655.44	$707.86	$764.49	$825.65
	Hourly	$16.06	$17.34	$18.72	$20.22	$21.84	$23.59
15	Annual	$29,710.13	$32,086.71	$34,653.74	$37,426.23	$40,420.33	$43,653.96
	Weekly	$571.35	$617.06	$666.42	$719.74	$777.31	$839.50
	Hourly	$16.32	$17.63	$19.04	$20.57	$22.21	$23.99

Step - Custodian

Minimum	Annual	$21,895.26
	Weekly	$421.07
	Hourly	$12.03
After 1 Yr	Annual	$22,710.15
	Weekly	$436.73
	Hourly	$12.48
After 2 Yrs	Annual	$23,521.24
	Weekly	$452.34
	Hourly	$12.93
After 3 Yrs	Annual	$24,380.70
	Weekly	$468.86
	Hourly	$13.40
After 4 Yrs	Annual	$25,278.36
	Weekly	$486.12
	Hourly	$13.89
After 5 Yrs	Annual	$26,206.58
	Weekly	$503.98
	Hourly	$14.40

LIBRARY

L Schedule
Effective July 1, 1997 (2.0%)

Step		L-1	L-2	L-3	L-4	L-5	L-6
1	Annual	$23,311.03	$25,174.73	$27,190.31	$29,364.83	$31,713.60	$34,250.68
	Weekly	$448.29	$484.13	$522.89	$564.70	$609.88	$658.67
	Hourly	$12.81	$13.83	$14.94	$16.13	$17.42	$18.82
2	Annual	$23,810.21	$25,715.13	$27,773.09	$29,994.70	$32,394.09	$34,985.61
	Weekly	$457.89	$494.52	$534.09	$576.82	$622.96	$672.80
	Hourly	$13.08	$14.13	$15.26	$16.48	$17.80	$19.22
3	Annual	$24,309.40	$26,254.34	$28,354.69	$30,623.39	$33,073.41	$35,719.27
	Weekly	$467.49	$504.90	$545.28	$588.91	$636.03	$686.91
	Hourly	$13.36	$14.42	$15.58	$16.82	$18.18	$19.63
4	Annual	$24,808.59	$26,793.56	$28,937.46	$31,253.26	$33,752.72	$36,452.93
	Weekly	$477.09	$515.26	$556.49	$601.02	$649.09	$701.01
	Hourly	$13.63	$14.72	$15.89	$17.18	$18.54	$20.03
5	Annual	$25,308.95	$27,332.77	$29,520.24	$31,881.95	$34,432.04	$37,186.59
	Weekly	$486.71	$525.63	$567.69	$613.12	$662.15	$715.13
	Hourly	$13.90	$15.02	$16.22	$17.52	$18.92	$20.43
6	Annual	$25,808.13	$27,873.16	$30,103.02	$32,510.64	$35,112.53	$37,921.54
	Weekly	$496.31	$536.02	$578.90	$625.21	$675.24	$729.26
	Hourly	$14.17	$15.32	$16.54	$17.86	$19.30	$20.84
7	Annual	$26,307.32	$28,412.38	$30,685.79	$33,140.51	$35,791.85	$38,655.19
	Weekly	$505.91	$546.40	$590.11	$637.32	$688.30	$743.37
	Hourly	$14.46	$15.61	$16.86	$18.21	$19.66	$21.24
8	Annual	$26,806.51	$28,951.59	$31,268.57	$33,769.20	$36,471.16	$39,388.86
	Weekly	$515.52	$556.76	$601.32	$649.41	$701.37	$757.48
	Hourly	$14.73	$15.91	$17.18	$18.55	$20.04	$21.64
9	Annual	$27,306.87	$29,490.81	$31,850.16	$34,399.07	$37,150.48	$40,122.52
	Weekly	$525.13	$567.13	$612.50	$661.52	$714.44	$771.58
	Hourly	$15.00	$16.20	$17.50	$18.90	$20.41	$22.05
10	Annual	$27,806.05	$30,031.20	$32,432.94	$35,027.76	$37,829.80	$40,856.17
	Weekly	$534.73	$577.52	$623.71	$673.61	$727.49	$785.70
	Hourly	$15.28	$16.51	$17.82	$19.25	$20.78	$22.44
11	Annual	$28,305.24	$30,570.41	$33,015.72	$35,657.63	$38,509.11	$41,589.85
	Weekly	$544.34	$587.90	$634.92	$685.72	$740.56	$799.80
	Hourly	$15.55	$16.80	$18.14	$19.59	$21.16	$22.85
12	Annual	$28,805.60	$31,109.63	$33,599.67	$36,286.32	$39,189.61	$42,324.78
	Weekly	$553.95	$598.26	$646.15	$697.81	$753.64	$813.94
	Hourly	$15.82	$17.09	$18.46	$19.93	$21.53	$23.26
13	Annual	$29,304.79	$31,648.84	$34,181.27	$36,916.19	$39,868.92	$43,058.43
	Weekly	$563.55	$608.63	$657.34	$709.93	$766.71	$828.05
	Hourly	$16.11	$17.39	$18.78	$20.29	$21.91	$23.66

14	Annual	$29,803.97	$32,189.23	$34,764.04	$37,544.88	$40,548.24	$43,792.10
	Weekly	$573.16	$619.03	$668.54	$722.02	$779.78	$842.16
	Hourly	$16.38	$17.68	$19.10	$20.63	$22.27	$24.06
15	Annual	$30,304.34	$32,728.45	$35,346.82	$38,174.75	$41,228.73	$44,527.04
	Weekly	$582.78	$629.40	$679.75	$734.13	$792.86	$856.29
	Hourly	$16.65	$17.98	$19.43	$20.98	$22.65	$24.47

Step - Custodian

Minimum	Annual	$22,333.17
	Weekly	$429.49
	Hourly	$12.27
After 1 Yr	Annual	$23,164.36
	Weekly	$445.46
	Hourly	$12.73
After 2 Yrs	Annual	$23,991.66
	Weekly	$461.38
	Hourly	$13.19
After 3 Yrs	Annual	$24,868.31
	Weekly	$478.24
	Hourly	$13.67
After 4 Yrs	Annual	$25,783.93
	Weekly	$495.84
	Hourly	$14.16
After 5 Yrs	Annual	$26,730.71
	Weekly	$514.06
	Hourly	$14.69

LIBRARY

L Schedule
Effective January 1, 1998 (3.0%)

Step		L-1	L-2	L-3	L-4	L-5	L-6
1	Annual	$24,010.36	$25,929.98	$28,006.02	$30,245.78	$32,665.00	$35,278.20
	Weekly	$461.74	$498.65	$538.57	$581.64	$628.17	$678.43
	Hourly	$13.19	$14.25	$15.39	$16.61	$17.95	$19.39
2	Annual	$24,524.52	$26,486.58	$28,606.28	$30,894.54	$33,365.91	$36,035.18
	Weekly	$471.62	$509.36	$550.12	$594.12	$641.65	$692.99
	Hourly	$13.47	$14.55	$15.72	$16.98	$18.34	$19.79
3	Annual	$25,038.68	$27,041.97	$29,205.33	$31,542.09	$34,065.61	$36,790.85
	Weekly	$481.52	$520.04	$561.64	$606.58	$655.11	$707.52
	Hourly	$13.76	$14.85	$16.04	$17.33	$18.72	$20.21
4	Annual	$25,552.84	$27,597.36	$29,805.59	$32,190.86	$34,765.30	$37,546.52
	Weekly	$491.40	$530.71	$573.18	$619.05	$668.57	$722.04
	Hourly	$14.04	$15.16	$16.37	$17.69	$19.10	$20.63
5	Annual	$26,068.22	$28,152.75	$30,405.85	$32,838.41	$35,465.00	$38,302.19
	Weekly	$501.31	$541.40	$584.73	$631.51	$682.02	$736.58
	Hourly	$14.32	$15.47	$16.71	$18.04	$19.49	$21.04
6	Annual	$26,582.38	$28,709.36	$31,006.11	$33,485.96	$36,165.91	$39,059.19
	Weekly	$511.20	$552.10	$596.27	$643.96	$695.50	$751.13
	Hourly	$14.60	$15.78	$17.04	$18.40	$19.88	$21.46
7	Annual	$27,096.54	$29,264.75	$31,606.36	$34,134.73	$36,865.60	$39,814.85
	Weekly	$521.09	$562.79	$607.81	$656.44	$708.95	$765.67
	Hourly	$14.89	$16.08	$17.37	$18.76	$20.25	$21.88
8	Annual	$27,610.70	$29,820.14	$32,206.62	$34,782.28	$37,565.30	$40,570.53
	Weekly	$530.98	$573.46	$619.36	$668.89	$722.41	$780.20
	Hourly	$15.17	$16.38	$17.69	$19.11	$20.64	$22.29
9	Annual	$28,126.08	$30,375.53	$32,805.67	$35,431.05	$38,265.00	$41,326.20
	Weekly	$540.89	$584.14	$630.88	$681.36	$735.87	$794.73
	Hourly	$15.45	$16.69	$18.02	$19.46	$21.03	$22.71
10	Annual	$28,640.24	$30,932.13	$33,405.93	$36,078.60	$38,964.69	$42,081.86
	Weekly	$550.77	$594.85	$642.42	$693.81	$749.32	$809.27
	Hourly	$15.74	$17.00	$18.36	$19.83	$21.40	$23.12
11	Annual	$29,154.40	$31,487.53	$34,006.19	$36,727.36	$39,664.39	$42,837.54
	Weekly	$560.67	$605.53	$653.97	$706.29	$762.78	$823.80
	Hourly	$16.02	$17.30	$18.69	$20.18	$21.79	$23.54
12	Annual	$29,669.77	$32,042.92	$34,607.66	$37,374.91	$40,365.30	$43,594.53
	Weekly	$570.57	$616.21	$665.54	$718.75	$776.25	$838.36
	Hourly	$16.30	$17.61	$19.01	$20.53	$22.18	$23.96
13	Annual	$30,183.93	$32,598.31	$35,206.71	$38,023.68	$41,064.99	$44,350.18
	Weekly	$580.46	$626.89	$677.06	$731.22	$789.71	$852.89
	Hourly	$16.59	$17.91	$19.34	$20.89	$22.57	$24.36

14	Annual	$30,698.09	$33,154.91	$35,806.96	$38,671.23	$41,764.69	$45,105.87
	Weekly	$590.35	$637.60	$688.60	$743.68	$803.17	$867.43
	Hourly	$16.87	$18.21	$19.67	$21.25	$22.94	$24.78
15	Annual	$31,213.47	$33,710.30	$36,407.22	$39,320.00	$42,465.60	$45,862.85
	Weekly	$600.26	$648.28	$700.14	$756.16	$816.64	$881.98
	Hourly	$17.15	$18.52	$20.01	$21.61	$23.33	$25.20

Step - Custodian

Minimum	Annual	$23,003.16
	Weekly	$442.37
	Hourly	$12.64
After 1 Yr	Annual	$23,859.29
	Weekly	$458.83
	Hourly	$13.11
After 2 Yrs	Annual	$24,711.41
	Weekly	$475.22
	Hourly	$13.58
After 3 Yrs	Annual	$25,614.36
	Weekly	$492.59
	Hourly	$14.08
After 4 Yrs	Annual	$26,557.45
	Weekly	$510.72
	Hourly	$14.59
After 5 Yrs	Annual	$27,532.63
	Weekly	$529.48
	Hourly	$15.13

LIBRARY UNION POSITION CLASSIFICATIONS

Assistant Director	L-6
Children's Librarian	L-5
Head of Circulation	L-4
Reference Librarian	L-4
Administrative Assistant	L-4
Assistant Children's Librarian	L-3
Library Assistant/Automation	L-2
Library Assistant/Serials	L-2
Library Associate	L-2

ARTICLE 6: FY98 OMNIBUS BUDGET

Proposed by: Finance Committee

To determine what sum of money the Town will appropriate for the operation and expenses of the Town, including capital expenditures for equipment, improvements or other purposes, and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: See Finance Committee report for budget information.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 5-1 in favor.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

Motion Under Article 6.

For what it considers to be the proper management of the Town and its finances, the Finance Committee makes the following recommendations, and they are, therefore, incorporated under the motion to be made under Article 6 at the Annual Town Meeting, as follows:

"That the Executive Secretary be charged with responsibility for (1) the operation, maintenance, and administration of the Wayland Town Building, the Public Safety Building, and the Cochituate Town Building, their equipment, and their grounds, as well as (2) the supervision, except for matters relating to policy, of all employees in those buildings, other than elected officials, non-salaried appointed officials, and employees of the School Department;

That the appropriation under Conservation Commission for "Conservation Fund" be maintained as a fund against future purchases and not be expended without future vote of the Finance Committee and Board of Selectmen;

That all purchases of data processing equipment be submitted to the Information Systems Committee for approval before such purchase is made;

That the appropriation for 'Hydrant Rental' of $18,000 for the Water Department granted in the budget be transferred to 'Water Available Surplus';

That the Office of the Town Clerk be continued on a salary basis and that all fees from whatever source derived be turned over to the Town as Town income;

That all fees, wages, or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town income;

That the Director of Youth and Adolescent Services and Staff be under the jurisdiction of the Youth Advisory Committee which shall report to the Town on the activities of the Director of Youth and Adolescent Services and Staff at the Annual Town Meeting. The Director of Youth and Adolescent Services and Staff will receive administrative support from the School Department."

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	SELECTMEN			
1	SALARIES	$0	$500	$500
2	EXPENSE	$3,925	$6,000	$5,527
3	OTHER,METRO WEST	$4,803	$4,803	$4,803
4	MASS MUNICIP DUES	$2,754	$2,850	$3,323
5	PAINE ESTATE COMM	$7,984	$0	$0
6	PS BUILDING EVALUATION	$6,300	$0	$0
7	WASTEWATER MGMT	$21,498	$0	$0
	TOTAL SELECTMEN	$47,264	$14,153	$14,153
	EMERGENCY MANAGEMENT			
8	SALARY	$2,514	$5,212	$2,000
9	EQUIP, AMMO, SUPPLIES	$5,858	$5,858	$9,000
10	UNIFORMS	$899	$930	$1,000
	TOTAL CIVIL DEFENSE	$9,271	$12,000	$12,000
	TOWN OFFICE			
	SALARIES:			
	EXECUTIVE SECRETARY		$63,902	$67,420
	PERSONNEL DIRECTOR		$46,289	$51,394
	FIN. DIR./TOWN ACCT.		$73,228	$76,626
	OFFICE ADMIN		$35,836	$38,407
	S. SCHEDULE		$29,288	$32,412
	CLERICAL		$76,507	$80,833
	OVERTIME/LONGEVITY		$2,000	$2,000
11	TOTAL SALARIES	$314,421	$327,050	$349,092
12	EXPENSE	$43,268	$45,800	$45,800
13	REPAIR TOWN CLOCK	$145	$0	$0
14	EQUIPMENT	$6,080	$5,000	$5,000
15	TELEPHONES	$16,552	$32,000	$48,000
16	CONTRACT SERVICES	$10,800	$16,500	$12,500
	TOTAL TOWN OFFICE	$391,266	$426,350	$460,392
	WAYLAND TOWN BUILDING			
17	SALARIES	$70,156	$64,516	$67,419
18	BUILDING UTILITIES	$106,435	$100,000	$100,000
19	EXPENSE	$24,461	$22,100	$22,100
20	CODE REPAIRS	$0	$0	$7,000
	TOTAL TOWN BUILDING	$201,052	$186,616	$196,519
	OTHER TOWN BUILDG-COCHIT			
21	EXPENSES	$16,500	$15,000	$15,000
	DATA PROCESSING			
	MANAGER	$35,230	$37,022	$38,688
	COMPUTER OPERATOR	$1,199	$2,000	$2,000
22	TOTAL SAL	$36,429	$39,022	$40,688
	EXPENSES			
23	FORMS, SUPPLIES	$19,496	$22,861	$18,861
24	EDUCATION/TRAVEL	$90	$150	$150
	EQUIPMENT			
25	RENTAL AND REPAIRS	$14,600	$14,000	$14,000
26	NEW APPLICATIONS/EQ.	$2,903	$3,000	$3,000
27	COMPUTER EQ./UPDATE	$149,786	$0	$10,000

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
28	PROFESSIONAL SERVICES	$14,600	$15,244	$15,244
	TOTAL DATA PROCESSING	$237,904	$94,277	$101,943
	TREASURER/COLLECTOR			
	TREASURER/COL. SALARY	$51,334	$50,052	$53,137
	CLERICAL SALARY	$70,753	$71,650	$76,797
29	TOTAL SALARIES	$122,087	$121,702	$129,934
	EXPENSES:			
30	OPERATING EXPENSE	$3,354	$4,267	$4,267
31	TAX TITLE EXPENSE	$1,959	$7,700	$7,480
32	EXCISE TAX PROGRAM	$1,551	$0	$0
33	BANKING SERVICES	$13,197	$14,520	$14,400
34	LOCK BOX SEVICES	$12,637	$11,209	$11,971
35	COMPUTER TRAINING	$0	$250	$0
36	MAILING SERVICE	$0	$1,700	$1,700
	TOTAL TREAS/COLLECTOR	$154,785	$161,348	$169,752
	ASSESSORS			
37	SALARIES	$4,830	$4,600	$4,600
38	PROF/CLERICAL	$89,377	$93,212	$99,975
39	EXPENSE	$5,489	$5,000	$5,000
40	PROF SERVICES	$11,296	$18,000	$18,000
41	OTHER EXPENSE	$6,000	$6,800	$1,800
42	EQUIPMENT	$0	$0	$5,000
43	SPEC BDGT ITEM-PROP. REASSMNT	$39,347	$35,000	$35,000
	TOTAL ASSESSORS	$156,339	$162,612	$169,375
44	FINANCE COMMITTEE	$0	$160	$160
	PERSONNEL BOARD			
45	EXPENSE	$441	$500	$2,900
46	ADJUSTMENT FUND	$4,443	$7,500	$7,500
47	SALARY STUDY	$0	$8,900	$0
	TOTAL PERSONNEL BOARD	$4,884	$16,900	$10,400
	TOWN COUNSEL			
	PROFESSIONAL SERVICES			
	ASSOC. TOWN COUNSEL	$37,245	$17,000	$0
	SPECIAL COUNSEL	$18,079	$0	$31,500
	PROFESSIONAL SERVICES	$1,800	$0	$0
	TOWN COUNSEL	$40,648	$51,500	$38,220
	MISCELLANEOUS	$0	$2,600	$1,380
	TOTAL PROFESSIONAL SER	$97,772	$71,100	$71,100
	TAX TITLE	$750	$0	$0
	LEGAL EXPENSES	$1,193	$0	$0
48	TOTAL TOWN COUNSEL	$99,715	$71,100	$71,100
	REGISTRARS			
49	SALARY	$675	$675	$675
50	LISTING	$952	$1,500	$1,500
	TOTAL REGISTRARS	$1,627	$2,175	$2,175
	TOWN CLERK			
51	TOWN CLERK SALARY	$40,000	$42,400	$44,308

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
52	TOWN CLERK ADDED COMP	$400	$400	$400
53	CLERICAL	$28,104	$28,600	$31,021
54	EXPENSE	$2,506	$2,750	$6,800
	TOTAL TOWN CLERK	$71,010	$74,150	$82,529
	ELECTIONS			
55	OFFICERS SALARIES	$3,587	$6,861	$6,861
56	EXPENSE	$3,632	$2,607	$2,607
	TOTAL ELECTIONS	$7,219	$9,468	$9,468
	PLANNING BOARD			
57	EXPENSE	$7,445	$8,759	$8,759
58	PLANNING ADMINISTRATOR SAL	$51,238	$53,620	$56,032
	TOTAL PLANNING BOARD	$58,683	$62,379	$64,791
	TOWN SURVEYOR			
	TOWN SURVEYOR SAL	$39,892	$45,010	$47,400
	SURVEY/COMP SPEC SAL	$36,458	$35,000	$38,700
59	TOTAL SAL	$76,350	$80,010	$86,100
60	EXPENSE	$2,362	$3,275	$3,400
61	VEHICLE EXPENSE	$49	$600	$400
62	COMPUTER SYSTEM MAINT	$2,400	$3,150	$2,500
63	COMPUTER TRAINING	$1,435	$0	$0
64	IMPLEMNT. ASST.	$13,000	$10,000	$9,000
65	PLAN STORAGE	$0	$5,000	$5,000
66	COMPUTER UPGRADE	$22,000	$0	$0
	TOTAL TOWN SURVEYOR	$117,596	$102,035	$106,400
	CONSERVATION			
67	EXPENSE	$6,194	$6,193	$7,193
68	PROF SERVICES/MISC	$5,000	$2,000	$12,000
69	SALARIES	$45,058	$58,483	$49,199
	TOTAL CONSERVATION	$56,252	$66,676	$68,392
	HISTORICAL COMMISSION			
70	EXPENSE	$200	$1,114	$1,114
	TOTAL HISTORICAL COMM	$200	$1,114	$1,114
	SURFACE WATER QUALITY COM			
71	MILFOIL TREATMENT	$15,044	$0	$2,500
72	SURFACE WATER QUALITY	$5,600	$5,600	$3,600
73	TOTAL SURFACE WATER QUALITY	$20,644	$5,600	$6,100
74	HISTORIC DISTRICT COMM	$174	$175	$175
	COUNCIL ON AGING			
75	SALARIES	$64,225	$66,388	$84,317
76	OPERATING EXPENSE	$4,000	$4,500	$4,500
77	TAX WORK-OFF PROGRAM	$0	$0	$15,000
78	EQUIPMENT	$400	$400	$400
79	TRANSPORTATION	$26,609	$28,500	$28,500
	TOTAL COUNCIL ON AGING	$95,234	$99,788	$132,717
	TOTAL GENERAL GOVERNMENT	$1,747,619	$1,584,076	$1,694,655

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	POLICE			
	SALARIES			
	POLICE CHIEF SALARY	$60,492	$62,013	$66,566
	LIEUTENANT SALARY	$54,773	$49,263	$51,531
	YOUTH OFFICER SAL	$39,704	$0	$0
	SERGEANTS SALARY	$176,725	$210,780	$228,877
	DETECTIVES SAL	$152,963	$0	$0
	SPECIALISTS	$0	$180,010	$188,301
	PATROLMEN SAL	$398,625	$353,455	$372,299
	INTERNS SAL	$6,259	$6,396	$6,396
	OVERTIME SAL	$110,345	$92,823	$96,303
	HOLIDAY SAL	$41,706	$53,866	$60,557
	SCHOOL TRAFFIC SUPR	$13,741	$20,088	$21,063
	COURT TIME	$13,518	$12,000	$12,000
	CLERK	$30,867	$31,584	$33,042
	TUITION REIMB	$0	$1,500	$4,500
	NIGHT DIFFERENTIAL	$16,226	$16,421	$24,794
	LONGEVITY	$0	$4,150	$4,150
	PROFESSIONAL STIPEND	$0	$9,000	$16,301
	ED. INCENTIVE	$0	$56,748	$63,403
1	TOTAL SALARIES	$1,115,944	$1,160,097	$1,250,083
	EXPENSE:			
2	OPERATING EXPENSE	$11,848	$11,850	$11,850
3	UNIFORM EXPENSE	$14,545	$15,835	$15,450
4	TRAINING EXPENSE	$30,284	$35,360	$35,360
5	YOUTH OFFICER EXPENSE	$764	$800	$0
6	CRIME PREVENTION	$794	$800	$0
7	SPECIAL SERVICES	$500	$500	$2,100
8	ANNUAL PHYSICALS	$2,000	$2,000	$2,000
9	OUT-OF-STATE TRAVEL	$1,500	$1,500	$1,500
10	PUBLIC SAFETY COMPUTER	$5,000	$5,000	$5,000
11	LINE PAINTING	$9,406	$12,000	$12,000
	EQUIPMENT			
12	POLICE CARS PURCHASE	$68,185	$64,100	$62,862
13	VEHICLE OPERATION EXPENSE	$15,000	$15,000	$15,000
14	NEW EQUIPMENT,MISC,OFFICE	$3,994	$4,000	$4,000
15	OTHER EQUIPMENT	$2,103	$2,103	$400
16	EQUIPMENT MAINT & REPAIR	$5,598	$5,600	$5,600
17	VEHICLE GASOLINE	$21,000	$21,000	$21,000
	TOTAL POLICE DEPT	$1,308,465	$1,357,545	$1,444,205
	FIRE			
	SALARIES			
	CHIEF SALARY	$62,493	$64,438	$69,891
	DEPUTY CHIEF SAL	$44,606	$46,409	$48,527
	CAPTAINS SAL	$267,308	$125,427	$131,151
	LIEUTENANTS SAL	$0	$152,600	$159,652
	FIREFIGHTERS SAL	$536,708	$562,435	$586,754
	INCENTIVE & EMT	$40,600	$41,700	$49,450
	OVERTIME	$78,676	$81,000	$81,000
	CALLBACK PAY	$19,528	$12,500	$12,500
	HOLIDAY PAY	$44,885	$46,893	$48,919
	CALLMEN HOURLY	$4,779	$5,000	$5,000
	CALLMEN ANNUALLY	$3,800	$4,400	$4,400
	CLERICAL PART TIME	$8,743	$13,500	$13,500
	CALLBACK PAY: AMBULANCE	$18,276	$23,500	$23,500
18	TOTAL SALARIES	$1,130,402	$1,179,802	$1,234,244
19	OPERATING EXPENSE	$9,148	$9,400	$9,400

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
20	AMBULANCE EXPENSE	$5,990	$7,000	$8,000
21	FIRE ALARM SYSTEM EXPENSE	$3,399	$3,400	$3,400
22	TRAINING AND EDUCATION	$7,000	$8,000	$8,000
23	UNIFORM EXPENSE	$10,500	$10,500	$15,500
24	PHYSICAL EXAMS	$1,724	$5,100	$5,100
	EQUIPMENT			
25	MISC. EQUIPMENT & HOSE	$15,000	$14,000	$14,000
26	EQUIPMENT MAINTENANCE	$9,806	$11,000	$11,000
27	EQUIPMENT RENTAL	$300	$500	$500
28	VEHICLE GASOLINE	$6,000	$6,000	$8,000
29	COMPUTER	$4,895	$5,000	$5,000
	TOTAL FIRE DEPT.	$1,204,164	$1,259,702	$1,322,144
	INSPECTION/BUILDING			
	SALARIES			
	BLDG.&ZONING INSP.SAL	$42,702	$41,758	$44,512
	DEP BLDG INSP	$7,073	$14,168	$14,697
	SUB INSPECTOR SAL	$1,264	$1,314	$0
	WIRING INSPECTOR	$16,728	$17,413	$18,109
	GAS/PLMING INSPECTOR	$16,727	$0	$18,109
	PLUMBING INSPECTOR	$0	$17,413	$0
	CLERICAL	$39,939	$42,850	$48,304
	DEPUTY PLUMBING/GAS			$682
	DEPUTY WIRING			$682
	SEALER OF WEIGHTS,MEAS	$473	$500	$500
30	TOTAL SALARIES	$124,906	$135,416	$145,595
	EXPENSE:			
31	BUILDING & ZONING EXPENSE	$4,569	$4,650	$5,000
32	INSPECTORS EXPENSE	$2,950	$2,950	$2,950
33	ZONING BOARD EXPENSE	$784	$800	$1,600
34	PROFESSIONAL SERVICE	$0	$800	$0
35	ZONING BY-LAWS COMMITTEE	$792	$0	$0
36	COMPUTER UPDATE	$4,140	$2,400	$0
	EQUIPMENT			
37	VEHICLE EXPENSE	$978	$1,200	$1,000
38	VEHICLE GASOLINE	$341	$360	$360
39	CAR REPLACEMENT	$0	$0	$1,000
40	COPIER	$0	$0	$5,000
	DOG OFFICER:			
41	DOG OFFICER SALARY	$29,403	$29,026	$31,464
42	DOG OFFICER EXPENSE	$1,354	$1,700	$1,700
43	BOARD VET FEES	$2,229	$2,870	$2,870
44	VEHICLE EXPENSE	$447	$0	$700
45	PROFESSIONAL SERVICES	$0	$700	$0
	TOTAL INSPECTION	$172,893	$182,872	$199,239
	JOINT COMMUNICATIONS			
46	DISPATCHERS SAL	$243,624	$250,539	$274,577
47	OPERATING EXPENSE	$20,766	$20,575	$14,135
48	BLDG. EXPENSE,MAINT,REPAIR	($329)	$12,600	$12,600
49	BLDG. EXP UTILITIES	$47,385	$47,400	$47,400
50	COMPUTER LICENSE	$0	$0	$5,000
51	UNIFORM ALLOWANCE	$0	$0	$1,600
52	REPAIRS PUBLIC SAFETY BLDG.	$14,822	$7,000	$10,000
	TOTAL JOINT COMM	$326,268	$338,114	$365,312
	TOTAL PROTECTION	$3,011,790	$3,138,233	$3,330,900

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	BOARD OF HEALTH			
	SALARIES:			
	BOARD MEMBERS	$250	$250	$250
	SECRETARY TO THE BOARD	$23,239	$29,592	$30,928
	ADMINISTRATIVE ASSISTANT	$0	$0	$1,500
	SUB SECRETARY	$363	$1,000	$1,000
	ANIMAL INSPECTOR	$844	$450	$450
	HEALTH DIRECTOR	$44,577	$44,530	$47,424
	ANIMAL CONTROL OFFICER	$6,300	$7,862	$7,862
	SANITARY INSPECTOR	$32,045	$31,865	$33,936
1	TOTAL SALARIES	$107,618	$115,549	$123,350
	EXPENSES:			
2	OFFICE EXPENSE	$4,744	$6,000	$6,000
3	IN STATE TRAVEL EXPENSE	$1,911	$1,380	$1,380
4	FRINGE BENEFITS	$0	$1,980	$1,980
	CONTRACT/PROF SERVICES:			
5	MENTAL HEALTH CLINICS	$37,430	$37,430	$37,430
6	PARMENTER NURSING CARE	$126,247	$126,247	$126,247
7	MOSQUITO CONTROL	$15,652	$27,099	$27,924
8	PROFESSIONAL SERVICES	$1,116	$0	$0
9	VEHICLE OPERATION/MAINT	$0	$1,200	$1,200
10	VEHICLE PURCHASE	$0	$3,000	$0
	SPECIAL BUDGET ITEMS:			
11	WATER QUALITY STUDY	$1,108	$3,500	$3,500
12	HAZARDOUS WASTE MGT	$8,418	$15,000	$10,000
13	SANITARIAN & ENVIRON	$0	$5,500	$3,000
14	PROFESSIONAL SERVICES	$0	$0	$11,000
	TOTAL BOARD OF HEALTH	$304,244	$343,885	$353,011
	HIGHWAY			
	SALARIES:			
	DIRECTOR OF HIGHWAY	$57,646	$61,195	$63,411
	CLERK SALARY	$49,883	$50,716	$48,733
	HIGHWAY LABOR SALARY	$365,762	$432,172	$453,856
	OVERTIME,LABOR	$0	$40,000	$40,000
1	TOTAL SALARIES	$473,291	$584,083	$606,000
	MAINTENANCE:			
2	MAINTENANCE OF ROADS	$116,329	$25,000	$25,000
3	MAINTENANCE OF EQUIPMENT	$70,000	$60,000	$65,000
4	SNOW REMOVAL	$101,000	$51,000	$51,000
5	SNOW REMOVAL/PRIVATE WAYS	$7,000	$7,000	$7,000
6	UNIFORMS/OTHER FRINGE	$9,979	$14,420	$14,100
	CONTRACT/PROFESSIONAL SERVICES			
7	CONTRACT BASIN CLEANING	$14,824	$16,000	$19,000
8	ROAD RESURFACING	$102,990	$110,000	$105,400
9	CRACK SEALING	$14,930	$15,000	$15,000
	EQUIPMENT			
10	EQUIPMENT MISC.	$10,472	$8,600	$11,600
11	HIGHWAY GAS	$6,108	$20,000	$15,000
12	FUEL TANK REMOVAL	$600	$0	$0
	BUILDING MAINTENANCE:			
13	HIGHWAY GARAGE REPAIR	$11,451	$5,500	$11,000
14	HIGHWAY GARAGE UTILITIES	$20,700	$26,000	$26,000
15	OTHER GARAGE EXPENSE	$5,837	$0	$0
16	OFFICE EXPENSE	$0	$6,800	$6,800

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	TOTAL HIGHWAY	$965,511	$949,403	$977,900
	HEALTH-LANDFILL			
1	SALARIES:	$142,552	$146,705	$153,306
	EXPENSE:			
2	LEACHATE COLLECTION	$32,819	$61,000	$42,550
3	DISPOSAL OF WOOD	$13,840	$17,000	$19,000
4	FUEL	$0	$14,000	$10,000
	PROFESSIONAL SERVICES			
5	MISC. ENGINEERING	$27,566	$33,500	$35,000
	BUILDING:			
6	REPAIRS	$3,534	$6,350	$7,700
7	UTILITIES	$5,640	$6,000	$6,000
8	OTHER EXPENSE	$11,414	$12,000	$12,000
9	MAINT REPAIRS	$28,451	$16,200	$28,050
10	LEASE EQUIPMENT	$69,939	$61,000	$6,670
11	OTHER EXPENSE: COVER	$5,900	$7,100	$14,650
12	MISC. EQUIPMENT	$7,950	$9,200	$7,400
	TOTAL LANDFILL	$349,605	$390,055	$342,326
	WELFARE			
1	VET BENEFIT APPROP	$5,476	$4,000	$3,990
2	MISCELLANEOUS	$0	$200	$200
3	SALARIES	$2,860	$2,850	$2,860
	TOTAL WELFARE	$8,336	$7,050	$7,050
	SCHOOLS			
1	REGULAR INSTRUCTION 1	$7,903,337	$8,549,687	$9,607,415
2	SPECIAL INSTRUCTION 2	$2,361,329	$2,646,839	$2,936,611
3	INSTRUCTIONAL SERVICES 3	$1,875,510	$2,073,422	$2,281,395
4	OPERATIONS SERVICES 4	$1,428,845	$1,617,990	$1,756,385
5	POLICY ADMIN. SERV. 5	$621,641	$599,200	$696,263
6	OUT OF STATE TRAVEL 6	$7,222	$6,500	$15,570
	TOTAL SCHOOLS	$14,197,884	$15,493,638	$17,293,639
7	MINUTEMAN TECH SCHOOL	$144,399	$197,395	$96,375
	DIRECTOR YOUTH SERVICES			
	DIRECTOR YOUTH SERVICES	$48,207	$49,353	$51,931
	ASSOC DIRECTOR YOUTH SER	$43,041	$45,536	$47,902
8	TOTAL YOUTH SERV SAL	$91,248	$94,889	$99,833
9	EXPENSE	$3,014	$2,964	$3,239
10	AUTOMOBILE EXPENSE	$550	$100	$350
11	AUTOMOBILE REPAIR	$0	$500	$600
	TOTAL DIR YOUTH SERVICES	$94,812	$98,453	$104,022
	LIBRARY			
	SALARIES			
	LIBRARY DIRECTOR	$54,711	$57,152	$60,415
	ADM ASSISTANT	$27,732	$28,650	$31,373
	CHILDREN'S LIBRARIAN	$26,632	$31,706	$33,187
	ASST. CHILDREN'S LIBRARIAN	$26,520	$26,948	$28,454
	LIBRARY ASSISTANTS	$64,026	$66,517	$73,048
	PAGES SALARY	$7,068	$6,987	$7,659
	CLERKS SALARY	$18,922	$20,130	$19,333
	CUSTODIAN SALARY	$22,905	$24,024	$25,478
	REF LIBRARIANS	$13,437	$13,980	$22,810

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	ASS'T DIRECTOR	$38,747	$40,524	$43,363
	HEAD OF CIRCULATION	$30,101	$31,539	$33,953
	SUNDAY OPENING	$980	$0	$0
	SATURDAY DIFFERENTIAL	$0	$540	$1,300
	EVENING DIFFERENTIAL	$0	$900	$1,400
1	TOTAL SALARIES	$331,781	$349,597	$381,773
2	OPERATING EXPENSE	$35,032	$35,000	$41,900
3	OUT OF STATE TRAVEL	$550	$550	$550
4	TUITION REIMBURSEMENT	$1,500	$1,500	$1,500
5	MATERIALS PURCHASE	$73,678	$79,067	$85,800
6	BUILDING REPAIRS	$3,500	$3,500	$0
7	LIBRARY AUTOMATION	$20,000	$26,000	$30,000
	TOTAL LIBRARY	$466,041	$495,214	$541,523
	PARK & RECREATION			
	SALARIES:			
	SUPERINTENDENT	$59,283	$60,491	$63,213
	LABOR	$236,919	$198,072	$208,185
	CLERICAL REGULAR	$28,564	$27,928	$29,185
1	TOTAL SALARIES	$324,766	$286,491	$300,583
	EXPENSE:			
2	REPAIRS & MISC.	$37,980	$41,335	$41,835
3	MATERIALS & SUPPLIES	$7,842	$8,480	$8,480
4	UNIFORM EXPENSE	$3,356	$3,360	$3,360
5	TREE PLANTING	$1,500	$1,500	$1,500
6	PLAYGROUND SUPPLY	$4,908	$500	$500
7	RECORDED SERVICES	$226	$500	$0
8	TRAVEL & DUES IN STATE	$330	$500	$500
9	TRAVEL OUT OF STATE	$1,047	$1,050	$1,050
	EQUIPMENT			
10	MISC SMALL EQUIPMENT	$987	$1,000	$1,000
11	REPAIR, SUPPY, EQUIP	$4,500	$4,500	$4,500
	BUILDING REPAIRS			
12	LIGHTING, ETC.	$3,042	$3,650	$3,650
13	POOL RENTAL	$0	$10,500	$0
	BUILDING-MAINT./EXPENSE			
	CONTRACT/PROF SERVICES			
14	SITE ASSESSMENT	$1,040	$0	$0
15	TREE TRIMMING	$13,193	$18,000	$18,000
16	PUBLIC WORKS EXPENSE	$1,956	$2,000	$2,000
17	DUTCH ELM DISEASE EXP	$0	$800	$800
18	DEV. CEMETERY LAND	$6,258	$0	$0
	TOTAL PARK & RECREATION	$412,931	$384,166	$387,758
19	FEE SUPPORTED PROGRAMS	$289,302	$340,000	$340,000
	UNCLASSIFIED			
1	INSURANCE GENERAL	$205,118	$240,000	$240,000
2	INSURANCE 32B	$1,438,411	$1,524,000	$1,539,000
3	UNEMPLOYMENT COMPENSATION	$1,559	$10,000	$10,000
4	STREET LIGHTING	$95,747	$100,000	$110,000
5	HYDRANT RENTAL	$18,000	$18,000	$18,000
6	TOWN MEETING WARRANT	$9,938	$16,000	$16,000
7	RESERVE FUND	$0	$100,000	$100,000

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
8	PUBLIC CEREMONIES	$2,796	$2,500	$2,500
9	SURETY BONDS	$904	$800	$800
10	TOWN CLOCKS	$0	$200	$200
11	NON CONTRIBUTORY PENSION	$26,552	$32,500	$20,346
12	PENSION DISABILITY ACCT	$0	$10,000	$10,000
13	OCCUPATIONAL HEALTH NURSE	$6,451	$6,000	$6,000
14	MEDICAL CONTRIBUTION	$55,000	$55,000	$80,000
15	RESERVE FOR SAL SETTLEMENT	$0	$0	$15,000
16	EMPLOYEE ASSISTANCE PROG.	$0	$6,000	$6,000
	TOTAL UNCLASSIFIED	$1,860,476	$2,121,000	$2,173,846
	DEBT AND INTEREST			
	INTEREST			
1	BOND ANTICIPATION NOTES	$0	$30,000	$10,000
2	BOND ANTICIPATION NOTES EX	$167,697	$0	$0
3	ANTICIPATION REVENUE	$0	$10,000	$10,000
4	MULTI PURPOSE 1985 EXEMPT	$0	$0	$0
5	MULTI PURPOSE 1986 EXEMPT	$4,375	$0	$0
6	MULTI PURPOSE 1986	$1,050	$0	$0
7	MULTI PURPOSE 1988	$14,400	$9,680	$4,880
8	ROAD ISSUE 1987 EXEMPT	$65,250	$39,150	$13,050
9	BOND ISSUE 1989	$3,875	$2,790	$1,550
10	BOND ISSUE EXEMPT 1989	$55,645	$39,835	$24,025
11	MULTI PURPOSE EXEMPT 1990	$32,335	$25,550	$19,208
12	MULTI PURPOSE EXEMPT 1990	$295	$0	$0
13	MULTI PURP EX 91 HIGH SCHL	$301,275	$283,725	$267,475
14	MULTI PURP EX 91 LOKER	$51,380	$44,730	$37,800
15	MULTI PURP EX 91 LANDFILL	$15,525	$12,675	$9,705
16	MULTI PURPOSE EQ 1992	$16,032	$9,853	$3,340
17	MULTI PURPOSE COMP 1992	$2,208	$1,357	$460
18	MULTI PURP EXEM SCHL 1993	$169,676	$157,864	$147,289
19	MULTI PURPOSE EQUIPMENT	$11,261	$7,193	$3,903
20	LAND ACQUISITION EXEMPT	$0	$154,650	$145,810
21	MULTI PURPOSE 1996	$0	$55,985	$45,690
22	MULTI PURPOSE 1997	$0	$0	$80,200
23	MULTI PURPOSE EXEMPT 1997	$0	$0	$75,000
	MATURING DEBT			
24	REGISTERED BOND COST	$0	$1,296	$0
25	MULTI PURPOSE 1985 EXEMPT	$0	$0	$0
26	MULTI PURPOSE 1986 EXEMPT	$125,000	$0	$0
27	MULTI PURPOSE 1986	$30,000	$0	$0
28	NEW BOND ISSUE 1988	$80,000	$80,000	$80,000
29	ROAD ISSUE 1987 EXEMPT	$450,000	$450,000	$450,000
30	BOND ISSUE 1989 EXEMPT	$255,000	$255,000	$255,000
31	BOND ISSUE 1989	$15,000	$20,000	$20,000
32	MULTI PURPOSE EXEMPT 1990	$110,000	$120,000	$95,000
33	MULTI PURPOSE EXEMPT 1990	$10,000	$0	$0
34	MULTI PURP EX 91 HIGH SCHL	$325,000	$325,000	$325,000
35	MULTI PURP EX 91 LOKER	$140,000	$140,000	$140,000
36	MULTI PURP EX 91 LANDFILL	$60,000	$60,000	$40,000
37	MULTI PURPOSE EQUIP 1992	$167,000	$167,000	$167,000
38	MULTI PURPOSE COMP 1992	$23,000	$23,000	$23,000
39	MULTI PURP EXEMPT SCHL 1993	$225,000	$225,000	$225,000
40	MULTI PURP EQUIP 1993	$85,000	$70,000	$70,000
41	LAND ACQUISTION EXEMPT 1996	$0	$185,000	$180,000
42	MULTI PURPOSE 1996	$0	$254,000	$255,000
43	BOND SALE EXPENSE	$0	$15,000	$25,000
44	FINANCIAL DISCLOSURE	$0	$2,500	$2,500
45	MULTI PURPOSE 1997		$0	$178,300
46	MULTI PURPOSE EXEMPT 1997		$0	$150,000
	TOTAL DEBT & INTEREST	$3,012,279	$3,277,833	$3,580,185
	GRAND TOTAL BUDGET	$26,865,229	$28,820,401	$31,223,190

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	CAPITAL BUDGET			
	HIGHWAY	RECOMMENDED	FUNDING SOURCE	
1	HEAVY DUTY THROW PLOWS	$24,000	BORROWING	
	TOTAL HIGHWAY	$24,000		
	HEALTH-LANDFILL			
1	BACKHOE/LOADER	$60,000	BORROWING	
2	DUMP TRUCK/UTILITY	$50,000	BORROWING	
3	ROLL OFF DUMPSTERS	$6,000	BORROWING	
	TOTAL HEALTH-LANDFILL	$116,000		
	FIRE DEPARTMENT			
1	PICKUP TRUCK/COMMAND	$40,000	BORROWING	
2	FIRE DEPARTMENT CAR	$25,000	FREE CASH	
	TOTAL FIRE DEPARTMENT	$65,000		
	PARK AND RECREATION			
1	WIDE AREA ROTARY MOWER	$60,000	BORROWING	
	TOTAL PARK AND RECRATION	$60,000		
	SCHOOLS			
1	COMPUTERS	$150,000	BORROWING	
2	FURNISHINGS	$50,000	BORROWING	
3	REPAIR FIELD HOUSE ROOF	$35,000	BORROWING	
	TOTAL SCHOOLS	$235,000		
	GRAND TOTAL CAPITAL BUDGET	$500,000		

TABLE NO.1

WAYLAND INCOME AND EXPENSE STATEMENT	FISCAL 1993	FISCAL 1994	FISCAL 1995	FISCAL 1996	FISCAL 97	FISCAL 98
BUDGET	$23,613,638	$24,374,786	$26,461,785	$27,290,151	$28,820,401	$31,223,190
ARTICLES AND WATER BUDGET	$1,228,671	$1,933,315	$5,761,881	$4,280,143	$2,968,125	$3,524,976
TOTAL TOWN EXPENSE	$24,842,309	$26,308,101	$32,223,666	$31,570,294	$31,788,526	$34,748,166
NET CHERRY SHEET	($588,104)	($498,275)	($934,855)	($1,305,960)	($1,429,898)	($1,656,171)
OVERLAY EXPENSE	$200,000	$200,000	$189,249	$239,772	$432,058	$200,000
LOCAL RECEIPTS	($2,269,935)	($2,339,500)	($2,169,091)	($2,077,411)	($2,350,566)	($2,450,000)
SUMMER SALARY ADJUSTMENT						
OTHER SOURCES: FREE CASH, BORROWINGS, ETC.	($1,747,671)	($2,662,846)	($6,177,445)	($4,459,632)	($3,423,342)	($4,130,976)
TO BE RAISED BY TAXATION	$20,436,599	$21,007,480	$23,131,524	$23,967,063	$25,016,778	$26,711,019
ASSESSED VALUATION	$1,322,024,252	$1,203,568,850	$1,212,398,850	$1,293,709,400	$1,475,045,900	$1,492,734,579
TAX RATE	$16.98	$17.33	$17.88	$18.42	$16.96	$17.89

AVERAGE TAX BILL WILL INCREASE BY 5.8% IN FY98, ASSUMING THE PASSAGE OF THE BUDGET OVERRIDE

TABLE NO.2

HISTORICAL BUDGET SUMMARY

FISCAL YEAR	SCHOOL	TOWN	TOTAL	INCREASE	%	FIXED COSTS*	OPERATING BUDGET
FY 1998	$17,390,014	$13,833,176	$31,223,190	$2,402,789	8.34%	1.13%	7.21%
FY 1997	$15,691,033	$13,129,368	$28,820,401	$1,530,250	5.61%	1.20%	4.41%
FY 1996	$14,712,621	$12,577,530	$27,290,151	$828,366	3.10%	-0.50%	3.60%
FY 1995	$14,263,883	$12,224,902	$26,461,785	$1,744,499	7.06%	1.39%	5.67%
FY 1994	$12,796,933	$11,577,853	$24,374,786	$761,148	3.22%	0.12%	3.10%
FY 1993	$12,350,106	$11,263,532	$23,613,638	ERR	2.94%	2.89%	0.05%

*INCLUDES:FUNDED DEBT, INTEREST, HEALTH INS., BUILDING INS. (PROP/LIAB)

TABLE NO. 3

TOWN REVENUES	FY 1994	FY 1995	FY 1996	FY 1997	FY1998
AUTO EXCISE	$950,000	$1,000,000	$1,000,000	$1,000,000	$1,100,000
FEES, FINES, INTEREST	$1,390,000	$1,308,000	$1,308,000	$1,358,000	$1,350,000
NET REC FROM STATE	$1,785,863	$1,954,393	$2,147,312	$2,348,875	$2,565,238
TOTAL	$4,125,863	$4,262,393	$4,455,312	$4,706,875	$5,015,238
RAISED FROM TAXES	$21,007,480	$23,132,418	$23,967,063	$25,016,778	$26,711,019

TABLE NO. 4

PERCENT OF BUDGET BY DEPARTMENT

DEPARTMENT	%1994	%1995	% 1996	% 1997	%1998
GENERAL GOVERNMENT	5.6%	5.3%	5.5%	5.5%	5.4%
PROTECTION	11.2%	10.6%	10.9%	10.9%	10.7%
HEALTH	1.3%	1.2%	1.2%	1.2%	1.1%
HIGHWAY	3.6%	3.4%	3.4%	3.3%	3.1%
LANDFILL	1.4%	1.4%	1.4%	1.3%	1.1%
VETERANS' BENEFITS	0.1%	0.1%	0.1%	0.1%	0.1%
SCHOOLS	51.6%	52.9%	53.4%	53.8%	55.4%
REG VOC SCHOOL	0.9%	0.8%	0.5%	0.7%	0.3%
DIRECTOR YOUTH SERVICES	0.3%	0.3%	0.3%	0.3%	0.3%
LIBRARIES	1.7%	1.6%	1.7%	1.7%	1.7%
PARK AND RECREATION	1.4%	1.3%	1.3%	1.3%	1.2%
FEE SUPPORTED PROGRAMS	1.2%	1.1%	1.1%	1.2%	1.1%
UNCLASSIFIED	8.0%	8.2%	8.1%	7.3%	7.0%
DEBT AND INTEREST	11.8%	11.8%	11.1%	11.4%	11.5%
SEPTAGE FACILITY					

TABLE NO. 5

DEPARTMENTAL INCREASES	BUDGET FY 1998	BUDGET FY 1997	BUDGET INCREASE	% INCREASE
GENERAL GOVERNMENT	$1,694,655	$1,584,076	$110,579	7.0%
PROTECTION	$3,330,900	$3,138,233	$192,667	6.1%
HEALTH	$353,011	$343,885	$9,126	2.7%
HIGHWAY	$977,900	$949,403	$28,497	3.0%
LANDFILL	$342,326	$390,055	($47,729)	-12.2%
VETERAN'S BENEFITS	$7,050	$7,050	$0	0.0%
SCHOOLS	$17,293,639	$15,493,638	$1,800,001	11.6%
REGIONAL VOCATIONAL SCH	$96,375	$197,395	($101,020)	-51.2%
DIR. YOUTH SERVICES	$104,022	$98,453	$5,569	5.7%
LIBRARIES	$541,523	$495,214	$46,309	9.4%
PARK AND RECREATION	$387,758	$384,166	$3,592	0.9%
FEE SUPPORTED PROGRAMS	$340,000	$340,000	$0	0.0%
UNCLASSIFIED	$2,173,846	$2,121,000	$52,846	2.5%
DEBT AND INTEREST	$3,580,185	$3,277,833	$302,352	9.2%
TOTAL	$31,223,190	$28,820,401	$2,402,789	8.3%

ARTICLE 7: ELECTION OF MEMBERS OF FINANCE COMMITTEE

Proposed by: Petitioners

To determine whether the Town will vote to amend its By-Laws Article 4 (Finances), effective at the next annual Town election, April 1998, whereby nine (9) members shall be elected on a staggered term basis commencing July 1, 1998.

PETITIONERS' COMMENTS: Finance Committee members are currently appointed by the Board of Selectmen and represent the political and administrative notions of the Board. This proposal endeavors to broaden the make-up of the Finance Committee and create a body that represents Town opinion.

FINANCE COMMITTEE COMMENTS: Roughly 75% of the Finance Committees in Massachusetts are appointed; the remainder are elected.

ARGUMENTS IN FAVOR: Finance Committee members, appointed by the Board of Selectmen, are not directly accountable to the electorate.

ARGUMENTS OPPOSED: Finance Committee members are appointed by the Board of Selectmen who represent the viewpoint of the citizens of Wayland. This arm's-length relationship with the electorate depoliticizes the Finance Committee. In addition to avoiding politics in formulating financial strategy, the Finance Committee requires a particular professional expertise to be able to conduct its operations. The current Finance Committee represents a broad range of fiscal and political viewpoints, professional skills, ages, and town regions. Moreover, the Finance Committee has blended this diversity into a group that works well together in reasoning out consensus positions. These traits are continuations of past Finance Committee excellence in Wayland that has helped to guide the Town towards its current good financial health.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 8: WATER DEPARTMENT BUDGET

Proposed by: Board of Water Commissioners *Estimated Cost: $981,021*

To determine whether the Town will appropriate a sum of money to be expended by the Board of Water Commissioners for the operation and expenses of the Water Department; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article provides funds according to the proposed budget for the operation of the Water Department for Fiscal Year 1998.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

	FISCAL 98 BUDGET	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
	WATER DEPARTMENT			
	SALARIES:			
	COMMISSIONERS	$225	$225	$225
	SUPERINTENDENT	$76,311	$54,645	$54,891
	LABOR	$194,145	$273,943	$286,021
	CLERICAL	$35,853	$41,287	$42,824
1	TOTAL SALARIES	$306,534	$370,100	$383,961
2	OPERATING EXPENSE	$366,056	$352,000	$352,000
3	PURGE WELLS	$0	$12,000	$7,000
4	EQUIPMENT	$2,200	$4,000	$5,000
5	POLICE DETAILS	$8,492	$9,000	$9,000
6	BORROWING COSTS	$52,086	$110,060	$224,060
	TOTAL WATER DEPARTMENT	$735,368	$857,160	$981,021

ARTICLE 9: WATER SYSTEM CAPITAL IMPROVEMENTS

Proposed by: Board of Water Commissioners *Estimated Cost: $655,000*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Water Commissioners for water system improvements, including design and installation of corrosion control at each pump station, and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated available funds, by transfer of funds already appropriated for another purpose, by grants received from the Commonwealth or Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: The DEP has issued a consent order which directs the Wayland Water Department to institute corrosion control measures by Spring of 1998. Corrosion control is mandated because the copper content of our water exceeds the allowable level specified under the Safe Drinking Water Act. If the town fails to comply it would be subject to enforcement action by the EPA. This would include large monetary fines.

ARGUMENTS IN FAVOR: Wayland enjoys high quality water and should do whatever is necessary to sustain it. In addition, the law requires us to implement corrosion control steps.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Sections 7 and 8.

ARTICLE 10: LAND ACQUISITION TO PROTECT WATER SOURCE

Proposed by: Board of Water Commissioners

To determine whether the Town will vote to authorize the Board of Water Commissioners to acquire by purchase, eminent domain, gift, or otherwise, land within or partially within the four hundred foot protection zone around the Baldwin Pond well site; and to determine what conditions, if any, the Town will impose on the Board of Water Commissioners' acquisition of said land.

FINANCE COMMITTEE COMMENTS: The timing of the preparation of this Article was such that the Finance Committee was unable to present its comments or take a vote. It will present its recommendation at Town Meeting.

QUANTUM OF VOTE: Majority - see Section 6 of Chapter 80 of the Acts of 1878.

ARTICLE 11: COMPENSATION FOR ELECTED OFFICIALS

Proposed by: Board of Selectmen

To determine whether the Town will vote to fix the salary and compensation of all elected officers of the Town pursuant to Massachusetts General Laws Chapter 41, Section 108, to be effective July 1, 1997, which salary and compensation are printed below.

SALARY SCHEDULE - ELECTED TOWN OFFICERS

		FY1997	FY1998
Town Clerk		42,400	44,308
Selectmen	(5)	100	100
Assessors	(Chairman)	1,600	1,600
	(2)	1,500	1,500
Board of Health	(5)	50	50
Water Commissioners	(3)	75	75

Note: Town Clerk Salary - 4.5% per budget guideline - same as other department heads.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 108.

ARTICLE 12: WAYLAND/SUDBURY SEPTAGE TREATMENT FACILITY BUDGET

Proposed by: Board of Road Commissioners *Estimated Cost: $836,955*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners for the operation of the Wayland/Sudbury Septage Treatment Facility, and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article provides funds for the annual appropriation of the Wayland/Sudbury Septage Treatment Plant.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

	SEPTAGE BUDGET FY 1998	EXPENDED FY 1996	APPROPRIATED FY 1997	REQUESTED FY 1998
1	SALARIES	$153,970	$134,100	$142,790
	EXPENSE			
2	OPERATING EXPENSE	$11,577	$83,000	$80,000
3	OTHER EXPENSE	$8,869	$10,600	$11,000
	EXPENSE UTILITY	$40,754	$0	$0
4	CONTRACTED/PROFESS SERVICES	$2,850	$5,000	$5,000
5	OUT OF STATE TRAVEL	$0	$1,500	$1,500
	EQUIPMENT			
6	CAPITAL REPLACEMENT	$3,899	$35,000	$25,000
7	PURCHASE/RENTAL	$5,916	$5,000	$5,000
8	MAINTENANCE/REPAIRS	$19,321	$20,750	$20,750
9	MATERIAL/SUPPLIES	$4,771	$4,000	$4,000
	BUILDING/MAINT EXPENSE			
10	MAINT/REPAIRS/RENOVATIONS	$190,683	$5,000	$5,000
11	BUILDING UTILITIES	$6,775	$2,000	$2,000
	OTHER EXPENSE	$5,008	$4,000	$4,000
	SPECIAL BUDGET ITEMS			
12	ENGINEERING SERVICES	$52,509	$40,000	$40,000
13	DEBT SERVICE	$70,845	$143,500	$125,315
	SLUDGE DISPOSAL	$0	$0	$80,000
	INDIRECT EXPENSES			
14	ADMINISTRATION	$20,000	$40,000	$40,000
15	INSURANCE FRINGE BENEFITS	$0	$18,400	$20,400
16	OTHER INSURANCE	$0	$4,400	$4,400
17	RETIREMENT BENEFITS	$0	$35,800	$35,800
18	GREASE DISPOSAL	$0	$35,000	$35,000
19	RESERVE FOR EMERGENCY REP	$21,825	$200,000	$150,000
	OPERA. REV. COMM	$840	$0	$0
	TOTAL BUDGET REQUEST	$620,412	$827,050	$836,955
	REVENUE SOURCES			
	ANTICIPATED REVENUE		$625,000	$625,000
	RETAINED EARNINGS		$202,050	$211,955
	TOTAL REVENUES		$827,050	$836,955

ARTICLE 13: REPAIRS AND CAPITAL IMPROVEMENTS TO THE WAYLAND/SUDBURY SEPTAGE FACILITY

Proposed by: Operational Review Committee

To determine whether the Town will vote to appropriate a sum of money to be expended by the Operational Review Committee for repairs and capital improvements to the Wayland/Sudbury Septage Facility; and to determine whether such appropriation shall be provided by transfer from unappropriated available funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This article proposes to allow the ORC to use unexpended funds previously appropriated for current construction at the Septage Facility (which funds may not be needed in their entirety) for other repairs and improvements that may be needed from time to time. No new funding is requested. This same article will have been voted for or against by the Sudbury Annual Town Meeting which will have preceded Wayland's.

ARGUMENTS IN FAVOR: Allows the ORC to make emergency repairs and improvements as and when needed without waiting for a Town Meeting vote in Wayland and in Sudbury.

ARGUMENTS OPPOSED: The capital funds remaining after construction should be released back to the Town so it can decide where and how this money should be spent, whether on the Septage Facility or otherwise. Neither the amount of money anticipated nor its specific use is stated.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B, and Section 20. For borrowing, two-thirds - see Chapter 44, Section 7. To appropriate from the proceeds of bond sales for an incomplete project, two-thirds - see Chapter 44, Section 20.

ARTICLE 14: AUTHORIZE NEW INTER-MUNICIPAL SEPTAGE TREATMENT FACILITY AGREEMENT WITH SUDBURY

Proposed by: Wayland-Sudbury Operational Review Committee

To determine whether the Town will vote to authorize the Board of Selectmen to enter into and execute an inter-municipal agreement with the Town of Sudbury relative to the financing, construction, equipping, maintenance, repair and operation of the Wayland/Sudbury Septage Treatment Facility substantially similar to the agreement attached to this warrant as Appendix A.

FINANCE COMMITTEE COMMENTS: This article proposes a new agreement between Wayland and Sudbury to replace an agreement that was extended for four years at the 1996 ATM with the anticipation that a revised agreement would be presented at the 1997 ATM. This article proposes that revised agreement. Significant changes include (a) renaming the governing body from Operational Review Committee to Septage Committee; (b) eliminating any involvement of Sudbury's Highway Commission and Wayland's Road Commissioners and consequently reducing the number of members on the Committee from ten (10) to eight (8), leaving equal representation from each town; (c) assuming direct responsibility for appointing and managing a newly created Director of the Septage facility; (d) simplifying the accounting methods and procedures. There is another article in the Special Town Meeting that also addresses the governance of the Septage Facility by transferring responsibility from the Board of Road Commissioners to the Board of Health.

ARGUMENTS IN FAVOR: Provides the Town with an agreement between the Town of Sudbury and the Town of Wayland for the operation of the Septage Treatment Facility. Further, the new agreement proposes to improve its accounting methods and procedures.

ARGUMENTS OPPOSED: The proposed agreement would remove any governance by the Wayland Town Meeting, even though the facility is located on Town of Wayland property, is funded by Wayland's bond rating and its bonds. An article in the Special Town Meeting improves the management oversight in a simpler, more straightforward manner by transferring control of the facility from the Board of Road Commissioners to the Board of Health. If that article passes, the Board of Health should be given time to consider what agreement should be negotiated with the Town of Sudbury: there is no urgency to put a new agreement in place since the current agreement has three more years to run. Creation of a board with a different name and a modest change in its composition does not materially alter the governance of the Septage Facility. The creation of a Director position unnecessarily adds expense to the town's budget and consequently the citizens' tax burden. There is no clear benefit that the new agreement would confer on Wayland, in fact, quite the opposite.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 4A.

ARTICLE 15: DELEGATION OF MANAGEMENT RESPONSIBILITIES TO EXECUTIVE SECRETARY

Proposed by: Petitioners

To determine whether the Town will vote to direct the Board of the Selectmen to begin no later than October 1, 1997, to delegate major management responsibilities to the Executive Secretary, but not include Board of Selectmen's responsibility for making policy.

PETITIONERS' COMMENTS: Executive Secretary's duties and responsibilities are currently vaguely defined and the scope is indefinite. There is no clear understanding whether the Executive Secretary is the manager of functions versus Selectmen. This warrant hopes to clearly establish the duties and responsibilities of the Executive Secretary as the Manager and constrain Selectmen to the fields of policy and political issues without interfering with the managerial prerogatives of the Executive Secretary.

FINANCE COMMITTEE COMMENTS: This Article proposes that the Executive Secretary be directed by the Board of Selectmen to assume full managerial responsibility for operations of Town departments under jurisdiction of the Board of Selectmen. The Board of Selectmen would continue to have the responsibility for policy setting, but the Executive Secretary would be responsible for managing the implementation.

ARGUMENTS IN FAVOR: Assumption of more management responsibility by the Executive Secretary would allow the Board of Selectmen more time to focus on important policy issues.

ARGUMENTS OPPOSED: The responsibilities of the Executive Secretary and the delegation of responsibilities from the Board of Selectmen to the Executive Secretary are issues that should be resolved between the Board of Selectmen and the Executive Secretary. Reorganization of Town government is best accomplished through Home Rule Charter Provisions.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 16: ACCEPT AND ACQUIRE STREETS

Proposed by: Board of Road Commissioners *Estimated Cost: $100.00*

To determine whether the Town will vote to accept as a Town way Mainstone Road, as laid out by the Board of Road Commissioners; to authorize the Board of Road Commissioners or the Board of Selectmen, as the case may be, with the approval of Town Counsel as to form, to acquire by purchase, gift, eminent domain or otherwise for highway purposes the fee or any lesser interests, including easements for drainage, slope or otherwise, in, on, over, under and through the street described above; to appropriate a sum of money to compensate the landowners owning and/or abutting said street and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or the Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: The Board of Road Commissioners has determined that this road should have been accepted many years ago. It was an oversight that it was not. The road met the standards at the time it should have been accepted.

ARGUMENTS IN FAVOR: Approval is correcting an oversight. The abutters have the reasonable expectation that the town should maintain their road as would be done for any other accepted road. There are no serious maintenance problems at this time.

ARGUMENTS OPPOSED: Given we are accepting the road today, it should meet current road standards.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority for street acceptances - see Massachusetts General Laws Chapter 82, Section 23; two-thirds for appropriation and exercise of eminent domain and purchase powers - see Chapter 40, Section 14; two-thirds for Borrowing - see Chapter 44, Section 7.

ARTICLE 17: WOODLAND ROAD AND PILGRIM PATH SURFACE DRAINAGE SYSTEM IMPROVEMENTS

Proposed by: Board of Road Commissioners *Estimated Cost: Unknown*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners, to design and construct additional surface drainage system improvements to the Town-owned portions of Woodland Road and Pilgrim Path; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or the Federal Government, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: At the request of the abutters, the Highway Department is attempting to develop a cost effective plan to solve a serious drainage problem. It is complicated by the proximity to the MWRA's water aqueduct. Proposed solutions, to date, have been far too expensive. The project is being developed under the betterment act, consequently it requires the support of the abutters. The latest engineering design will go out to bid in late March. If the low bid is deemed acceptable, it will be brought forth to the town meeting.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 18: ACQUIRE THE DOW PROPERTY ON ROUTE 30

Proposed by: Petitioners *Estimated Cost: Unknown*

To determine whether the Town will vote to acquire by purchase, eminent domain, gift or otherwise the fee or any lesser interest in the land owned by the Dow Chemical Company off Route 30 and Rice Road, shown as lots 2, B, and C on plates 48 and 49 of the Town Atlas, comprising 29.4 acres more or less, or in any portion of said land, for municipal purposes; to determine whether the Town will appropriate a sum of money for said acquisition; and to determine whether said appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, or otherwise.

PETITIONERS' COMMENTS: (A) This article is submitted, not with a definite project in mind, but rather to avoid a situation where a favorable opportunity arises and the Town is not in a position to act on it. The Dow waste cleanup may be resolved in the near future, but the final disposition of the property is still very unclear. The property is large and is situated in a region of the town which is suffering already from congestion. What happens with it can have a great impact on the town, for good or bad. Keeping our options open could prove very useful, and cannot do any harm. *(B)* This article was submitted by petitioners to ensure that Town Meeting would have an article enabling the Town to act upon an attractive opportunity to acquire the Dow property should such an opportunity arise during the interval between the closing of the warrant and Town Meeting. The petitioners feel that this unconventional step is justified because (1) the ultimate disposition of the property is of vital importance for the congested Route 30-section of the town and (2) it is certain that Dow will dispose of the property eventually, though the timing is uncertain. It now seems likely that the article will be passed over in this instance, but a similar article may be expected at next Town Meeting.

FINANCE COMMITTEE COMMENTS: The Dow property is located at the intersection of Route 30 and Rice Road. It is currently owned by the Dow Chemical Company. It has been determined that hazardous waste is located at the property. The Dow Chemical Company has assumed responsibility for the hazardous waste and has pledged to clean up the site. Cleanup is not yet complete. The cleanup effort is monitored by an advocacy group, NED/Dow Neighbors, Inc. This group is politically neutral to the final disposition of the Dow property. Ownership of the Dow property may lead to the Town becoming a responsible party in the cleanup of the site. The sale of the property to the Town would not negate Dow's responsibility to clean up the site.

A corporation is currently interested in installing three 514-foot AM radio towers on the Dow property. The current by-laws state that 55-foot wireless communication towers can be placed, among other locations, on town-owned property and land zoned for limited commercial use provided that the applicant obtains a special permit from the Board of Appeals. The Dow property is zoned for limited commercial use.

ARGUMENTS IN FAVOR: This Article would give the Town more control in determining the final disposition of the Dow property. The Dow property is located in an area of town which has experienced considerable growth in recent years. Town ownership of the Dow property would help assist the Town in controlling the growth along the Route 30 corridor.

ARGUMENTS OPPOSED: (a) The Town has yet to ascertain a purchase price for the property. The cost could be prohibitive. The definition of "for municipal purposes" is too broad. The Town would then have the authority to convert the property to conservation land or to install a fuel depot, wireless communication towers, a public safety building, a school building, etc., on this site. This broad definition still leaves the final usage of this property in flux. (b) Ownership of the Dow property may make the Town a responsible party in the cleanup effort. This is an unknown cost. The cost could be prohibitive.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 14 and Chapter 44, Section 7.

ARTICLE 19: TO SEE IF THE TOWN WILL VOTE TO CHANGE THE ZONING OF THE DOW CHEMICAL PROPERTY ON ROUTE 30 AND RICE ROAD FROM A LIMITED COMMERCIAL DISTRICT TO A RESIDENTIAL DISTRICT

Proposed by: Petitioners

To determine whether the Town will vote to re-zone the property owned by the Dow Chemical Company on Route 30 and Rice Road shown as lots 2, B, and C on plates 48 and 49 of the Town Atlas, comprising 29.4 acres more or less from a Limited Commercial District to a Residential District.

PETITIONERS' COMMENTS: The Petitioners have submitted this article because the designation of this property as a Limited Commercial District is no longer appropriate. The neighborhood that surrounds this property is strictly a residential area. Prior to the purchase of the land by Dow Chemical Company in 1962 the property was zoned residential. The property was re-zoned to a Limited Commercial District to accommodate Dow Chemical Company. If the property were developed to its allowable limits today the resulting increase in traffic, congestion, pollution and noise would have a definite negative impact on the surrounding neighborhood. The safety of all area residents would be compromised.

FINANCE COMMITTEE COMMENTS: The Dow property is located at the intersection of Route 30 and Rice Road. It is currently owned by the Dow Chemical Company. Prior to Dow's ownership, the property was zoned as residential property. A portion of the property was re-zoned to a Limited Commercial District to accommodate Dow Chemical Company. Dow utilized a 23,000-square foot facility with 40 employees. This Article would return the property to its original residential zoning. The Town may legally rezone the property at Town meeting without any prior specific notification to Dow.

It has been determined that hazardous waste is located at the property. The Dow Chemical Company has assumed responsibility for the hazardous waste and has pledged to clean up the site. Cleanup is not yet complete. The cleanup effort is monitored by an advocacy group, NED/Dow Neighbors, Inc. This group is politically neutral to the final disposition of the Dow property.

A corporation is currently interested in installing three 514-foot AM radio towers on the Dow property. The current by-laws state that 55-foot wireless communication towers can be placed, among other locations, on town-owned property and land zoned for limited commercial use provided that the applicant obtains a special permit from the Board of Appeals. The Dow property is zoned for limited commercial use.

ARGUMENTS IN FAVOR: The Dow property is located in an area of town which has experienced considerable growth in recent years. If a commercial development was built on this site, the resulting increase in traffic, congestion, pollution and noise would have a negative impact on the surrounding

community. The neighborhood which abuts this property is all residential. Re-zoning the Dow property to resident property maintains the character of the neighborhood and restores the site to its original zoning classification.

Installation of radio towers in this neighborhood would negatively impact the semi-rural character of the neighborhood. Re-zoning the Dow property to residential property protects the neighborhood from the installation of wireless communication towers on the site. Wireless communication towers cannot be installed on residential property, except for certain property owned by the Town, with town meeting approval.

ARGUMENTS OPPOSED: Residential zoning could ultimately mean more residential growth. This may translate into more demand for Town services, i.e., schools, fire, police, etc. Re-zoning to residential property would mean the loss of future commercial tax base

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 20: SUPPORT RAIL TRAIL DESIGN AND CONSTRUCTION

Proposed by: Board of Selectmen *Estimated Cost: 0*

To determine whether the Town will vote to support the design and construction of a multi-purpose trail on the right-of-way of the Central Massachusetts Railroad line in Wayland following an affirmative conclusion of the feasibility study by the Central Transportation Planning Staff.

FINANCE COMMITTEE COMMENTS: Support of the rail trail has been or soon will be similarly decided in the towns of Waltham, Weston, Sudbury, Hudson, and Berlin. An affirmative response will enable the next steps in defining and building a partially paved multi-use (walkers, joggers, bicyclists, skaters, motorized wheelchairs, and horses) pathway along the abandoned rail line through the above towns. Passage alone does not incur any immediate costs to Wayland, but permits the process to move forward. The process will include public hearings about design details before construction begins. Note: Design and construction costs will be paid by the state. The only costs to the town will be policing and maintenance, including cutting of grass, after it is complete sometime in the next decade. These costs have been estimated to be small or within then-current budgets.

ARGUMENTS IN FAVOR: Similar trails in other parts of the Commonwealth and the nation have been found to be successful, well-liked, and enhancing to the community. This trail will further enlarge a network of trails already enjoyed by many users in the state. Conversion from rail to trail will change a current minor liability and eyesore into an attractive feature of the Town.

ARGUMENTS OPPOSED: The Town will have to pay for patrolling and maintenance costs in the future.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 21: AMEND GENERAL BY-LAWS RE: CIVIL PENALTIES FOR VIOLATION OF BOARD OF HEALTH TOBACCO REGULATIONS

Proposed by: Board of Health

To determine whether the Town will vote to amend its General By-Laws by adding to Article 20 thereof the following new provision immediately after the paragraph numbered 4:

5. Rules and regulations of the Board of Health for Restrictions on the Use, Sale, Vending and Distribution of Tobacco: Penalty:

a. Smoking in prohibited area in any twelve month period:

$ 25 for the first offense

$ 50 for the second offense

$100 for the third or subsequent offense

b. Failure to comply by owner:

$200 for the first offense and each subsequent day a violation occurs

c. Tobacco for sale without permit:

$ 50 per day

d. Sales to minors in any twelve month period:

$100 for the first offense

$200 for the second offense

$300 for any third or subsequent offense

e. Failure to post notices:

$ 50 per day

f. Failure to comply with Section 10 in any twelve month period:

$100 for the first offense

$200 for the second offense

$300 for any third or subsequent offense

Enforcing person: Board of Health, its staff or other officials designated by the Board of Health as its agent(s).

FINANCE COMMITTEE COMMENTS: Effective January 1, 1997, the Town of Wayland Board of Health adopted Regulations for Restrictions on the Use, Sale, Vending and Distribution of Tobacco. Enforcement of these rules and regulations shall be implemented by the Board of Health. This Article seeks to amend the Town's General By-Laws by adding to Article 20 the penalty provisions of these new regulations.

ARGUMENTS IN FAVOR: This Article clarifies by enumeration the penalties in the By-Laws.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 22: INFORMATION RELATIVE TO NEW ASSESSMENTS

Proposed by: Petitioners

That: (1) future new assessment mailings show the breakdown between building(s) and all categories of land, with the prior evaluation in one column and the new evaluation in another, and that these detailed breakdowns go onto public information sheets no later than the mailing; (2) the new mailings show the average townwide percentage increase/decrease for buildings and for all land categories; (3) for any evaluation category increase of more than 8 percentage points above the townwide average, an explanation of why shall be printed on the form; (4) future new evaluations show the guidelines used for changing land evaluations and homes separately (this would be one identical set of explanations on all forms sent out).

FINANCE COMMITTEE COMMENTS: The tax rate is determined by first taking the total budget and subtracting income such as state and local receipts. This "assessment budget" is then divided by the total valuation of all property in Town to arrive at the tax rate. The larger the aggregate valuation, the small the tax rate. The most recent assessment has resulted in considerable controversy about the relative equity of assessments on a house-by-house basis. This controversy may have been exacerbated by inadequate communication of the process and the results to Town residents.

ARGUMENTS IN FAVOR: A better communication of assessment changes relative to the average will provide useful information to Town residents.

ARGUMENTS OPPOSED: The reason for "increase of more than 8 percentage points above" condition in (3), above, is likely to be a substantial workload increase well beyond the current capacity of the assessors office.

RECOMMENDATION: (1) The Finance Committee defers a recommendation until Town Meeting floor.
(2) The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 23: REVOLVING FUND FOR COUNCIL ON AGING

Proposed by: Council on Aging

To determine whether the Town will vote to authorize the continuance of a revolving fund pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws for the Council on Aging; and to determine: (1) the programs and purposes for which such revolving fund may be expended; (2) the departmental receipts which may be credited to such revolving fund; (3) the board or officer(s) authorized to expend monies from such fund; and (4) the total amount that may be expended from such fund in Fiscal Year 1998.

FINANCE COMMITTEE COMMENTS: In 1994, the Town established a revolving fund for the Council on Aging. This Article authorizes continued use through FY98 of the fund which is funded by user fees and permits the Council to offer services at no budgetary costs to the Town.

ARGUMENTS IN FAVOR: This Article will permit an additional year of financial management of fees obtained by the Council on Aging.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 44, Section 53E1/2.

ARTICLE 24: TRANSFER SEPTAGE FACILITY MANAGEMENT TO BOARD OF HEALTH

Proposed by: Petition

The towns of Sudbury and Wayland are requested to determine at their respective town meetings whether they will vote to amend "The Septage Disposal Agreement Between the Towns of Wayland and Sudbury" hereinafter referred to as the Intertown Agreement as follows: Change the words *Road Commissioners* (Wayland) to Board of Health (Wayland) and reduce the Operational Review Committee (ORC) membership from ten (10) to eight (8) by deleting the Town of Sudbury Highway Commission appointee and the Town of Wayland Road Commission appointee.

PETITIONERS' COMMENTS: The Wayland 1996 Annual Town Meeting approved the transfer of the jurisdiction and management of the Landfill and Recycling Facility to the Wayland Board of Health. The next step is to transfer the jurisdiction and management of the Septage Facility to the Board of Health, given the staff's experience, qualifications and track record. Logistically and financially, the transfer is in Wayland's and Sudbury's best interests. The Sudbury Board of Health already handles the billing for the Septage Facility, and the secretary to that Board records the minutes of the Operational Review Committee (ORC) meetings. Both Health Boards are involved in sewage problems on almost a daily basis. The rationale for reducing the size of the ORC is to make it a more manageable size. During the past year, the Wayland Board of Health has successfully carried out the administrative and financial management of the Wayland Landfill. Wayland and Sudbury can now look forward to similar improvement at the Septage Facility.

FINANCE COMMITTEE COMMENTS: This article would reassign management responsibility from the Board of Road Commissioners and the Town Highway Department to the Board of Health and eliminate the Operational Review Committee appointees of both the Sudbury Highway Commission and the Wayland Board of Road Commissioners.

ARGUMENTS IN FAVOR: The Finance Committee is not aware of any.

ARGUMENTS OPPOSED: This article is incomplete, as there is no vote requested to transfer the land and other assets. To be operative, the Town of Sudbury town meeting would also have to vote for this change. At the time this warrant was printed, there was no such article in the Sudbury ATM warrant. There is another article that is more complete in the Special Town Meeting (April 1997) warrant. There is another Article (No. 14) in this warrant that, if passed, changes the organizational structure of the Septage Facility management which this article, if passed, would contradict and complicate.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 4A.

ARTICLE 25: ELIMINATE POSITION OF DIRECTOR OF HIGHWAY OPERATIONS

Proposed by: Petitioners

To determine whether the Town will vote to eliminate the position of Director of Highway Operations effective September 1, 1997, the remaining activities to be managed by the Highway General Foreman.

PETITIONERS' COMMENTS: Wherefore the duties of the Director of Highway Operations have been significantly reduced or eliminated including (1) the control of traffic road lines being delegated to the Board of Selectmen, (2) the management of the Landfill assigned to the Board of Health, (3) the engagement of consultant(s) to fill routine management functions at the Septage Facility, (4) the engagement of consultants on almost any project set before the Road Commissioners which the Town meeting was previously assured would be handled by the Director, (5) a proposal to remove the management of the Septage Facility from the Director to be considered at the 1997 Annual Town Meeting, the need for the position of the Director has been substantially eliminated and is needless. The funds for this position could be transferred to the School Department where they could be better spent on the education of our youth.

FINANCE COMMITTEE COMMENTS: The responsibilities of the Director of Highway Operations changed with the transfer or the Landfill to the Board of Health and may change further if the Septage Facility is also approved (see Article 27) to be transferred. This reduction in responsibilities may indicate the need for a review to either question the need for the position or question the appropriate salary level. It should also be noted that any change to the salary is subject to collective bargaining.

ARGUMENTS IN FAVOR: The elimination of this job will save the Town money.

ARGUMENTS OPPOSED: A detailed review of this position has not been done to determine the new requirements or the appropriate salary grade. This should be done before the position is eliminated to assure that proper leadership is available to this important area of town government. In addition, it is not clear that this would be a legal action in this form.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 26: PETITION STATE LEGISLATURE FOR ESTABLISHMENT OF A LAND-TRANSFER FEE

Proposed by: Conservation Commission

To determine whether the Town will vote to authorize the Board of Selectmen to petition the Massachusetts General Court to enact legislation substantially similar to the proposed legislation attached to this warrant as Appendix D authorizing the Town to collect a land-transfer fee to be deposited in a Land-Bank Fund in the town treasury, monies from which could be expended for acquiring land or interests in land for open space, recreation and affordable housing.

FINANCE COMMITTEE COMMENTS: The Conservation Commission proposes to establish an account called the Land Bank, funds from which would be used to purchase land for open space, recreation and housing. Funds for the land bank would be raised by a fee on land sales in Wayland. This fee would be 1% of the net purchase price which would be the purchase price for a non-exempt transfer less $100,000. Certain transactions would be exempt from this fee, such as transfers between family members, transfers to a trust, and transfers to or from a government agency. Under this proposal, the Fund would be maintained as two

separate accounts, one for housing and the other for open space and recreation. Thirty (30) percent of the fees would be allotted to housing and seventy (70) percent to open space and recreation.

A Land Bank Advisory Committee would be established and appointed by the Board of Selectmen to prepare and maintain a Land Bank Plan. This Plan would include an inventory of real estate in the Town; an assessment of the needs of the Town and the desires of the citizens with respect to open space, recreation and housing; and guidelines for the selection of parcels to be acquired.

Town Meeting shall have exclusive authority to appropriate monies from the Land Bank Fund.

ARGUMENTS IN FAVOR: The Conservation Commission feels that funds raised through these fees would allow the Town to purchase property that they would otherwise be unable to afford. These acquisitions would help to manage growth by preserving open space and providing more affordable housing to help slow the emigration of long-time residents.

ARGUMENTS OPPOSED: A fee on real property sales will be an additional burden on residents who already have one of the highest tax rates in the state. Although this fee is on buyers and not sellers, the amount of the fee may be taken into consideration in negotiating a property purchase price, thus affecting the proceeds to the seller.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts Constitution Amendment Article 2, Section 8 (1).

ARTICLE 27: ACQUIRE CERTAIN OWNER-UNKNOWN LAND FOR CONSERVATION PURPOSES

Proposed by: Conservation Commission *Estimated Cost: $1,500*

To determine whether the Town will vote:

(a) to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire for conservation purposes, including passive outdoor recreation, by gift, purchase, eminent domain, or otherwise, the fee or any lesser interest in the three parcels of land described below (using the Town Assessors' parcel designations for the adjoining parcels and quoting approximate distances):

Parcel 1: bounded on the northwest 50 feet by Parcel 14-48C; on the northeast 124 feet by Parcel 10-38; on the southeast 100 feet by Sedgemeadow Road; and on the southwest 124 feet by Parcel 10-37;

Parcel 2: bounded on the northwest 50 feet by Parcel 14-48C; on the northeast 243 feet by Parcel 10-49; on the southeast 102 feet by Moore Road; and on the southwest 247 feet by parcel 10-48; and

Parcel 3: bounded on the northwest 100 feet by Sedgemeadow Road; on the northeast 236 feet by Parcel 14-52; on the southeast 50 feet by Parcel 14-48C; and on the southwest 237 feet by Parcel 14-53;

(b) to appropriate a sum of money for the acquisition of said parcels of land; and

(c) to determine whether said appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, by grants from the Commonwealth or the Federal Government, or otherwise.

FINANCE COMMITTEE COMMENTS: These three parcels were part of the Watertown Dairy land owned by Mr. and Mrs. Hyman Shick, and were in a subdivision developed by Edward A. Veno. The subdivision plans showed them as spur roads contiguous with Moore Road or Sedgemeadow Road. However, when

the Town took Moore Road and Sedgemeadow Road for use as public roads, these three parcels were not included in the lengths-and-bearings description of the roads to be taken. Thus, their ownership is uncertain. However, the Town did acquire the right to use parcel 2 as a road when it acquired parcel 14-48C, so there is no issue of access to the parking lot on the Sedgemeadow Conservation Area or to the Water Department's Sedgemeadow well site.

ARGUMENTS IN FAVOR: The Conservation Commission wishes to be able to manage and control these three parcels as conservation land, to be kept in their natural condition except for any trails or roads needed to provide access. Recent intrusions into one of these parcels by an abutter prompted the Conservation Commission to consider this proposed taking. Another reason for submitting this Article at this time is that there may be economies of scale if this taking is processed simultaneously with the taking of the six parcels destined for the Great Meadows National Wildlife Refuge, as proposed in Article 31.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 14 and Chapter 44, Section 7.

SUDBURY
RIVER
WATER
DEPARTMENT
GREAT MEADOWS
NATIONAL WILDLIFE REFUGE
SEDGEMEADOW CONSERVATION AREA
PARCEL 2
MOORE ROAD
SEDGEMEADOW ROAD
PARCEL 1
PARCEL 3

ARTICLE 28: ACQUIRE TAX-TITLE LAND

Proposed by: Conservation Commission *Estimated Cost: $15,000*

To determine whether the Town will vote:

(a) to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire by eminent domain, gift or otherwise, the fee or any lesser interest in all or any of six parcels of land in Wayland described as follows:

OWNER OF RECORD	ASSESSORS' MAP/LOT #	REFUGE TRACT #	ACRES	LOCATION
Sherman	1/15A	288	9	off Grove Street
Heirs of Jacob Farwell	6/6A	220	12	off Hickory Hill Road
Unknown	22/8	245	21	at Boston Post Road
Felch, Whittemore, Damon	37/29A	270a	25	off Stonebridge Road
Fairbanks &/or unknown	32/16	270	20	off Stonebridge Road
Unknown	37/23B	273	4	off Meadow View Road;

(b) to appropriate a sum of money for the acquisition of said parcels of land or interests therein; and

(c) to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing by grants from the Federal or State government or otherwise.

CONSERVATION COMMISSION COMMENTS: See the attached map. These six parcels of wetlands were included in the original scope of the Great Meadows National Wildlife Refuge (the "Refuge"), but were not included among the early acquisitions because owners could not be found. Several years ago the Fish and Wildlife Service (the "Service"), with the Town's encouragement, set out to take the parcels by eminent domain, but before the takings were completed the Service adopted a nationwide policy change which prohibits all takings by the Service, even friendly takings. This article proposes that the Town should take the parcels and then sell them to the Service for inclusion in the Refuge.

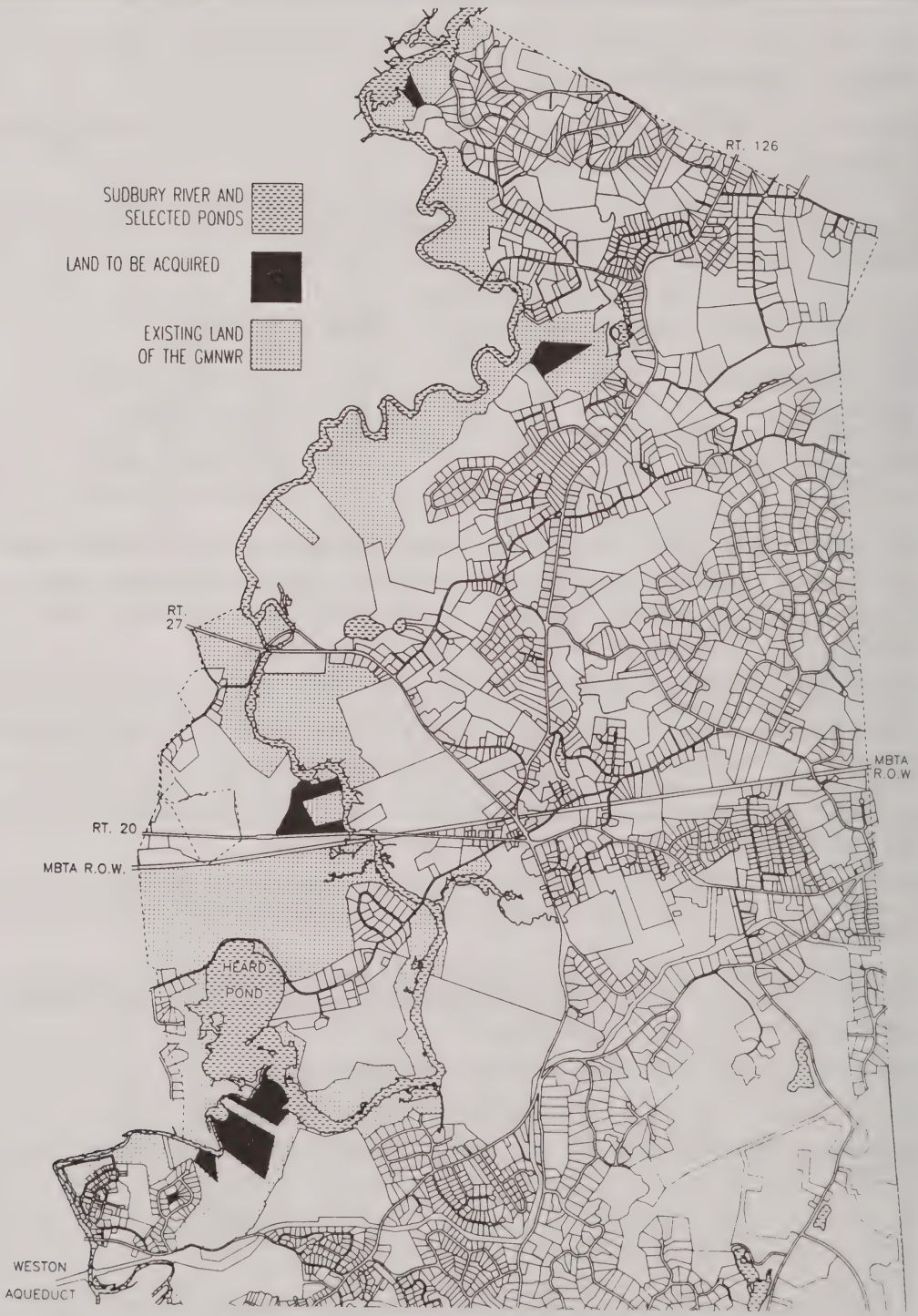
FINANCE COMMITTEE COMMENTS: This Article proposes that six parcels of tax title land should be obtained by the Town and sold to the U. S. Fish and Wildlife Service for inclusion in the Great Meadows National Wildlife Refuge.

ARGUMENTS IN FAVOR: This acquisition would increase the amount of protected open space in Town for a minimal cost in legal fees. These fees would be offset by the estimated proceeds of $90,000 from the sale of this land to the U.S. Fish and Wildlife Service.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 14 and Chapter 44, Section 7.


SUDBURY RIVER AND SELECTED PONDS
LAND TO BE ACQUIRED
EXISTING LAND OF THE GMNWR
RT. 126
RT. 27
MBTA R.O.W
RT. 20
MBTA R.O.W.
HEARD POND
WESTON AQUEDUCT

ARTICLE 29: ACQUIRE LAND OF COUTURE

Proposed by: Petitioners *Estimated Cost: Unknown*

To determine whether the Town will vote to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire by purchase, eminent domain, gift or otherwise, for recreational or other municipal purposes, the fee or any lesser interest in all or any portion of the land shown on a plan entitled "Cochituate, Mass.; Plan of Land Owned by Francis B. Bent", Scale 1" = 40', dated December 21, 1953, by E. H. Howard, C.E., recorded with the Middlesex Registry of Deeds as Plan No. 2252 of 1953 in Book 8191, Page 234; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This Article proposes that the Town acquire property owned by Mr. Jerry Couture: the former Cochituate Motors showroom site on Main Street and Commonwealth Road. The Cochituate Preservation Association ("CPA") is concerned with preserving the village character of Cochituate, and supports the redevelopment of the showroom site as a Cochituate Center Green as an adjunct to the existing Hannah Williams Park.

ARGUMENTS IN FAVOR: Members of the CPA feel that a Cochituate Center Green is the best use of the property for the following reasons:

1) It is adjacent to the Hannah Williams Park
2) The intersection is "maxed out" from a traffic and development standpoint
3) The public use of this land will benefit both residents and businesses in the area
4) This location is the most logical location for a village green

ARGUMENTS OPPOSED: Given the capital constraints of the Town, the cost of the property is too high for the benefits to be realized.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 14 and Chapter 44, Section 7.

ARTICLE 30: AMEND GENERAL BY-LAWS RE: NOISE CONTROL

Proposed by: Petitioners

To determine whether the Town will vote to amend its General By-Laws by adding after Article 6, Section 10, the following new Section, 10A:

10A. Between the hours of midnight and 6:00 A.M. deliveries, pickups, construction, and maintenance for commercial or business purposes are prohibited within 300 feet of any dwelling or residence. Deliveries and pickups shall include the pumping of septic systems.

Violators of this section shall be subject to a fine of $100 for each violation.

FINANCE COMMITTEE COMMENTS: This amendment would make specific prohibition of certain (but not all) noise-producing activities only if made for commercial or business purposes and within 300 feet of a dwelling or residence (irrespective of that dwelling's or residence's zoning), between the hours of midnight and 6:00 A.M. The amendment is modeled on a similar by-law in Newton, Massachusetts.

ARGUMENTS IN FAVOR: The amendment will improve the quality of life for those residing near commercial or business activities where deliveries, pickups, construction, maintenance, and septic system pumping may take place, during the hours specified, by prohibiting certain noises under penalty of a $100 fine for each violation.

ARGUMENTS OPPOSED: Businesses and commercial interests may see the amendment as too restrictive and the penalty too harsh. Residents may feel the amendment is not restrictive enough. No reference is made to any noise generated by the prohibited activities. The wording is too vague to be reasonably enforceable.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 31: ENCOURAGE USE OF BOSTON EDISON COMPANY TRANSMISSION TOWERS FOR WIRELESS COMMUNICATIONS FACILITIES

Proposed by: Petitioners

To determine whether the Town will vote:

(a) to amend the Zoning By-Laws of the Town of Wayland to permit the installation of antennas for wireless communications facilities on one or more Boston Edison Company transmission towers; and

(b) to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to lease a portion of the parcel of land described in an Agreement dated August 17, 1970 and recorded with the Middlesex South Registry of Deeds on August 24, 1970 in Book 11879 at Page 269 which includes a plan entitled "Compiled Plan of Land in Wayland, Mass, Owned by the Boston and Maine Corporation March 16, 1966 Scale 1" = 40' Wayland Engineering Department" and now shown as Lot 48 on Map 23 of the Town Atlas to a company or companies which provide wireless communications services; and to instruct the Road Commissioners to transfer the care, custody,

management and control of said portion of the parcel of land to the Board of Selectmen if necessary for the foregoing purpose; and

(c) to instruct the Board of Selectmen to appoint a Wireless Communications Services Committee.

FINANCE COMMITTEE COMMENTS: This article has three parts: (a) allows the use of any Boston Edison Company transmission towers (duplicated with fewer specifics in Article 33 submitted by the Town Planning Board); (b) would give the Board of Selectmen the power to lease a lot of land behind the Mobil station on Route 20 to one or more wireless communications enterprises for a facility to house switching and other equipment (the lot is adjacent to the Boston Edison Company right-of-way on which its transmission towers are located) ; and (c) would require the Board of Selectmen to appoint a Wireless Communications Services Committee with no particular make-up or in any particular time frame. At the time this Warrant went to press, there was no definitive information regarding the technical feasibility of using such electrical towers for radio transmission antennas.

ARGUMENTS IN FAVOR: Part (a) would enable the town to accommodate those wishing to offer wireless communications services by allowing them to install antennas on existing transmission towers rather than erecting stand-alone towers for those antennas. Part (b) of this Article would allow the Town to use a parcel of land it owns in a relatively concealed location and adjacent to Edison transmission towers for an equipment shed that would be needed for the antenna(s) that would be mounted on those towers. If the use of the Boston Edison towers proves to be technically infeasible, passage of this article will not preclude or interfere with other solutions.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any for part (b). For Part (a), no height restriction is articulated. For Part (c), there are already enough committees for this small town, especially since there is no specific assignment/charter/mission articulated for the requested committee.

RECOMMENDATION: The Finance Committee recommends for this article, provided Part (a) is amended to include the tower numbers available for this purpose, which towers are not situated in residential areas, and a height restriction imposed, and Part (c) is eliminated or reworded so as to be non-binding on the Board of Selectmen. Vote: Unanimous

QUANTUM OF VOTE: (a) Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

(b) To lease, Majority - see Massachusetts General Laws Chapter 40, Section 3.

To transfer, Two-thirds - see Massachusetts General Laws Chapter 40, Section 15A.

(c) Majority.

ARTICLE 32: AMEND ZONING BY-LAWS REGARDING WIRELESS COMMUNICATIONS SERVICES

Proposed by: Petitioners

To determine whether the Town will vote to amend the Zoning By-Laws by making the following additions, deletions or modifications thereto (Note: Deleted language is [bracketed] and new language is underlined. Only provisions that have been amended are included.)

Section II DEFINITIONS

(i) A ["] wireless communications [tower"] facility shall mean a structure [(with antennas, if any] which may include a tower, one or more antennas, and one or more accessory structures designed to

facilitate the following types of services: cellular telephone service, personal communications service, and enhanced specialized mobile radio service.

Section VIII HEIGHT REGULATIONS

A. (2) The limitations of height in feet shall not apply ... provided, however, that no wireless communications [tower or antenna or accessory structure] facility shall be erected except in compliance with Section X F.

b. (1) The limit of height in ... provided, however, that no wireless communications [tower or antenna or accessory structure] facility shall be erected except in compliance with Section X F.

Footnote: Sec. [VII.a(2), VII.b(1)] VIIIa.(2), VIII b.(1) as amended by 1996 STM, Article 3

X F.1. PURPOSE: The purpose of this section is to establish a district in which wireless communications services may be provided with minimal harm to the public health, safety and general welfare. Specifically, the Wireless Communications Services District has been created to (a) protect the general public from hazards associated with wireless communications [towers] facilities, and (b) minimize visual impacts from wireless communications [towers] facilities on residential districts within Wayland. For the purposes of this section, "wireless communications services" shall mean the provision of the following types of services: cellular telephone service, personal communications service and enhanced specialized mobile radio service. Such services, it is anticipated, will be provided via wireless communications [towers, including antennas and accessory structures, if any] facilities which may include a tower, one or more antennas, and one or more accessory structures.

X F.2. LOCATION. The Wireless Communications Services District shall be located on all land owned by the Town of Wayland which is held in the care, custody, management and control of the Board of Selectmen, the Board of Health, the [Board of] Road Commissioners and the Water Commissioners and on all land located in Light Manufacturing Districts and Limited Commercial Districts.

The Wireless Communications Services District shall be [constructed] construed as an overlay district with regard to said locations. All requirements of the underlying zoning district shall remain in full force and effect, except as may be specifically superseded herein.

X.F.3. SUBMITTAL REQUIREMENTS. As part of any application for a special permit, applicants shall submit, at a minimum, the information required for site plan approval, as set forth herein at Section X A. E, as may be amended. Applicants shall also describe the capacity of [the] any tower, including the number and types of antennas that it can accommodate and the basis for the calculation of capacity, and shall describe any accessory structures.

NOTE: SUBMITTAL REQUIREMENTS SHOULD FOLLOW USE RESTRICTIONS WHICH STATE REQUIREMENT FOR SPECIAL PERMIT, REQUIREMENT TO CO-LOCATE, ETC. (i.e., REVERSE THE ORDER OF SEC. X F 3 AND SEC. X F 4

X F.4. USE RESTRICTIONS. A wireless communications [tower (including antennas and accessory structures, if any)] facility may be erected in a Wireless Communications Services District upon the issuance of a special permit by the Board of Appeals pursuant to Section V (r), subject to site plan

approval, as set forth herein at Section X A., as may be amended, and subject to all of the following conditions:

a. To the extent feasible, all service providers shall co-locate their antennas on a single tower. Towers shall be designed to structurally accommodate the maximum number of foreseeable users (within a ten year period) technically practicable.

b. New towers shall be considered only upon a finding by the Board of Appeals that existing or approved towers cannot accommodate the [wireless communications equipment] antennas planned for the proposed tower.

c. In no event shall any such [tower] wireless communications facility be located closer than two (2) miles to any other such [tower] wireless communications facility.

d. [Tower] Wireless communications facility height shall not exceed 55 feet above the existing terrain.

e. A [tower] wireless communications facility shall not be erected nearer to any property line than a distance equal to the vertical height of the [tower (inclusive of any appurtenant devices)] wireless communications facility, measured at the [man] mean finished grade of the tower base.

f. To the extent feasible, all network interconnections from the [communications site] wireless communications facility shall be via land lines.

g. Existing on-site vegetation shall be preserved to the maximum extent practicable.

h. The [tower] wireless communications facility shall minimize, to the extent feasible, adverse visual effects on the environment. The Board of Appeals may impose reasonable conditions to ensure this result, including painting and lighting standards.

i. Traffic associated with the [tower and accessory facilities and structures] wireless communications facility shall not adversely affect abutting ways.

j. Applicants proposing to erect wireless communications [towers, accessory facilities and structures] facilities on municipally-owned land or structures shall provide evidence of contractual authorization from the Town of Wayland to conduct wireless communications services on municipally-owned property.,

X F.5. NON USE. All unused [towers or parts thereof or accessory facilities and structures] wireless communications facilities which have not been used for two years shall be dismantled and removed at the owner's expense.

X F.6. EXEMPTIONS.

NO CHANGES PROPOSED IN X F 6.

FINANCE COMMITTEE COMMENTS: This article proposes to clarify and make consistent the terminology of the Zoning By-law concerning wireless communication services. The Planning Board is amending most of the Zoning By-laws but limited its revisions to those involving codification issues, not terminology.

ARGUMENTS IN FAVOR: Clarifies and reduces ambiguity in these sections of the subject by-laws.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 33: AMEND SECTION XF OF THE TOWN'S ZONING BY-LAWS RE: WIRELESS COMMUNICATIONS SERVICES DISTRICT

Proposed by: Planning Board

To determine whether the Town will vote to amend Section XF, Wireless Communications Services District, of its Zoning By-Laws by adding at the end of the paragraph XF.6, Exemptions, the following new subparagraph c.:

c. The existing electric transmission towers located within the Massachusetts Bay Transit Authority right-of-way, as shown in the "Atlas of the Town of Wayland, Massachusetts, 1994," on Plates 22 through 27 inclusive; provided, however, that the mounting of any equipment on said towers for the provision of wireless communications services shall be limited in height and other dimensions to the minimum extent needed.

FINANCE COMMITTEE COMMENTS: This Article allows the use of *any* Boston Edison transmission towers (duplicated in a Petitioners' Article 31, with more specifics) for antennas and/or other equipment used in providing wireless communications services such as cellular, paging, and so forth.

ARGUMENTS IN FAVOR: Passage of this Article would enable the Town to accommodate those wishing to offer wireless communications services by allowing them to install antennas on existing transmission towers rather than erecting stand-alone towers for those antennas.

ARGUMENTS OPPOSED: No height restriction is articulated. No limitation is stated as to which specific towers could be so employed, including those abutting residential properties. Another Article, ____, duplicates the intent of this Article, but is more specific and is epxected to be amended on Town Meeting floor to be even more specific than what is printed in this warrant.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 34: TERM LIMITS

Proposed by: Petitioners

The town is requested to determine whether it will vote to enact a new general by-law to impose term limits on elected officials and/or members of appointed governmental bodies.

PETITIONER'S COMMENTS: In order to enhance ownership and participation in Town Government, Tenure of Elected and Appointed Town Positions, it is proposed to limit three-year positions to three terms, and five-year positions to two terms. This warrant encourages those who served long and well to participate and share their experience as members of other boards.

FINANCE COMMITTEE COMMENTS: This article would provide term limits for elected and/or appointed town officials.

ARGUMENTS IN FAVOR: Term limits would encourage the participation of new people in town government. New people would bring new concepts and new approaches to town government.

ARGUMENTS OPPOSED: This article does not define how many terms an elected or appointed government official will be limited to serving. This article does not define which elected officials and/or appointed

officials will be bound to term limits. Incumbents with many years of experience and a wealth of history would no longer be involved with town government.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 35: SUPPLEMENT APPROPRIATION TO ACQUIRE LAND OF DI CARLO AND ABANDON TEMPORARY EASEMENT

Proposed by: Board of Selectmen *Estimated Cost: $90,000*

To determine whether the Town will vote to:

(a) appropriate a sum of money to be expended by the Board of Selectmen in conjunction with funds appropriated under Article 6 of the November 13, 1996 Special Town Meeting to acquire for landfill, highway or other municipal purposes, the fee or any lesser interest in all or any portion of the land shown as Lots 1 through 7 inclusive and the roadway shown as Southward Drive on a plan entitled "Definitive Southward Subdivision of Land in Wayland, Mass.", Scale 1" = 40', dated October 2, 1980, by Ewald Engineering Co., Inc., recorded with the Middlesex South Registry of Deeds as Plan No. 1127 (A-3) of 1986 in Book 17322, Page 122, a copy of which plan is on file in the Office of the Town Clerk; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise;

(b) modify its vote under Article 6 of the November 13, 1996 Special Town Meeting; and

(c) abandon or convey any temporary easements or rights taken by the Town in, on, over, under, across or through the land described in Paragraph (a) above.

FINANCE COMMITTEE COMMENTS: At last fall's special town meeting it was voted to take the DiCarlo land by eminent domain for $510,000. This was the appraised value by the town-selected appraiser. This left open two potential issues: first, that the value might be contested and, second, the question of possible damages from methane gas migration from the town landfill onto this property.

Continued discussions with Mr. DiCarlo have led to a tentative, creative resolution.

A) Mr. DiCarlo will sell part of the land for $400,000

B) Mr. DiCarlo will donate the remaining portion of the parcel.

C) The town will pay Mr. DiCarlo $200,000 to settle the claimed and alleged damages from methane gas.

The settlement and purchase and sales agreements have not, at this time, been reduced to writing by the lawyers. It is expected to be complete prior to town meeting. If satisfactorily completed, the town will need to increase by $90,000 the existing approved appropriation.

ARGUMENTS IN FAVOR: To resolve this potentially litigious matter for $90,000 over our appraisal is a reasonable resolution. The legal expenses to defend the town in an eminent domain and environmental damage suit would most likely approximate this amount In addition, all the positives articulated at last year's meeting remain.

ARGUMENTS OPPOSED: No recommendation should be made until the final documents are available.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: (a) Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

(b) Majority. If modification relates to borrowing authorization, two-thirds - see Massachusetts General Laws, Chapter 44, Section 7.

(c) Two-thirds - see Massachusetts General Laws, Chapter 40, Section 15.

ARTICLE 36: AMEND THE TOWN'S ZONING BY-LAWS BY REARRANGING THE ORDER OF SECTIONS, PARAGRAPHS AND SENTENCES

Proposed by: Planning Board

To determine whether the Town will vote to amend the Town's Zoning By-Laws by rearranging and renumbering the order of sections, paragraphs and sentences, and by making minor additions and revisions to headings for clarification, without changing the wording of the text thereof except as may be necessary to maintain the conformity of references to sections, paragraphs, and sentences, all as shown on the two tables of contents, both of which are attached to this Warrant as Appendix B and Appendix C.

FINANCE COMMITTEE COMMENTS: Articles 36, 37, 38 and 39 together constitute a significant reworking of the Zoning By-Laws. All changes have been publicly available at the Planning and Building Department offices, the Library, and the Middle School.

ARGUMENTS IN FAVOR: The current sectioning of the Zoning By-Laws is confusing; the Town would be well served to have this confusion corrected. The proposed changes in this article are structural only, and do not materially affect the content.

ARGUMENTS OPPOSED: There is small chance, however unlikely, that these changes to the Zoning By-Laws may have inadvertent consequences that might affect some property owners.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 37: AMEND THE TOWN'S ZONING BY-LAWS BY CLARIFYING THE LANGUAGE THEREIN

Proposed by: Planning Board

To determine whether the Town will vote to amend the Town's Zoning By-Laws by correcting incorrect references, updating out-of-date references, and correcting or standardizing grammar, punctuation, spelling, and capitalization.

FINANCE COMMITTEE COMMENTS: Articles 36, 37, 38 and 39 together constitute a significant reworking of the Zoning By-Laws. All changes have been publicly available at the Planning and Building Department offices, the Library, and the Middle School.

ARGUMENTS IN FAVOR: The current Zoning By-Laws are riddled with inconsistencies of the type that this article proposes to correct. The Planning Board's efforts to make these corrections without changing the content of the By-Laws appears to have been thorough.

ARGUMENTS OPPOSED: There is small chance, however unlikely, that these changes to the Zoning By-Laws may have inadvertent consequences that might affect some property owners.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 38: AMEND THE TOWN'S ZONING BY-LAWS BY DELETING SECTION II, DEFINITIONS, AND REPLACING IT WITH A NEW SECTION II, DEFINITIONS

Proposed by: Planning Board

To determine whether the Town will vote to amend the Town's Zoning By-Laws by deleting Section II, Definitions, paragraphs (a) through (i) and replacing them with the following new definitions:

ACCESSORY DWELLING UNIT -- An additional set of living facilities with permanent provisions for living, cooking, and sanitation, located in a single residence dwelling, or a building accessory thereto, and occupying no more than thirty-five percent (35%) of the total living areas of the accessory unit and the principal residence.

ACCESSORY STRUCTURE -- A building or structure, the use of which is customarily incidental to, and located on, the same premises with the building or structure to which it is accessory.

ACCESSORY USE -- A use of land or building(s) customarily incidental to, and located on, the same premises with the use to which it is accessory.

BUILDING HEIGHT -- The distance, measured vertically from mean grade, to the highest roof element.

DEP -- Massachusetts Department of Environmental Protection, or any successor agency.

DWELLING UNIT -- A single detached building, intended to be occupied by a single housekeeping unit; but no trailer, trailer coach, or mobile home, whether or not self-propelled, and whether or not the wheels thereof may have been removed, shall be construed to be a dwelling.

FLOOR AREA, GROSS -- Gross floor area is the floor area within the perimeter of the outside walls of the building under consideration, without deduction for hallways, stairs, closets, thickness of walls, columns, or other features.

FLOOR AREA, NET -- Net floor area is for the purpose of determining the actual occupied area, and does not include accessory unoccupied areas or thickness of walls.

FLOOR AREA RATIO -- The gross floor area of all buildings and structures on a lot divided by the total lot area.

GRADE -- A reference plane representing the average of finished ground adjoining the building at all exterior walls. Established by the lowest points within the area between the building and a point 6' from the building.

HABITABLE SPACE -- Space in a structure used, or intended to be used, for living, sleeping, eating, or cooking. Bathrooms, toilet compartments, closets, halls, storage or utility space, and similar areas are not considered habitable space.

HOUSEKEEPING UNIT – One (1) or more persons living together and sharing the same kitchen facilities, water services, and energy services.

LOT --An area of land in one (1) ownership, with definite external boundaries, and without any other legal boundaries or lines that are internal to said external boundaries, excepting easements; and which area of land is used or set aside and available for use, as the site of one (1) or more buildings.

DHCD -- Massachusetts Department of Housing and Community Development, or any successor agency.

MHD -- Massachusetts Highway Department, or any successor agency.

NONCONFORMING USE OF LAND OR BUILDING -- An existing use of land or building(s) that do(es) not conform to the regulations for the district in which such use of land or building(s) exist(s).

PREMISES -- A distinct portion of real estate, land, or lands, with appurtenances (buildings and structures).

RIGHT-OF-WAY -- The full strip of land, whether public or private, designated for vehicular, and sometimes pedestrian, traffic, consisting of the pavement or traveled way, and any planting strips and sidewalks. A right-of-way so designated shall be available only for such uses as are customary for rights-of-way in the Town of Wayland, and shall not be available for any private construction such as buildings, fuel tanks, septic systems, fences, walls, or paved parking areas.

SPGA -- Special permit granting authority (SPGA).

STOR(E)Y -- That portion of a building included between the upper surface of a floor and upper surface of the floor or roof next above.

STREET -- Any public way for vehicular traffic, or any private way laid out for, or used as, a public way for such traffic.

STRUCTURE -- A combination of materials assembled at a fixed location to give support or shelter, such as a building, framework, retaining wall, tent, reviewing stand, platform, bin, fence, sign, flagpole, recreational tramway, mast for radio antenna, or the like. The word "structure" shall be construed, where the context requires, as though followed by the words, "or part or parts thereof."

TOWN -- The Town of Wayland (unless used generically with no capitalization).

WIRELESS COMMUNICATIONS TOWER -- A structure (with antennas, if any) designed to facilitate the following types of services: cellular telephone service, personal communications service, and enhanced specialized mobile radio service.

YARD, FRONT -- An unoccupied open space, lying between the front lot line(s) of the lot and any structure nearest to the front lot line(s).

YARD, SIDE -- An unoccupied area between any side of any dwelling and the side lot line located on the same side of said dwelling.

YARD, REAR -- An unoccupied area between the rear line of any dwelling and the rear lot line.

ZBA -- The Wayland Zoning Board of Appeals.

FINANCE COMMITTEE COMMENTS: Articles 36, 37, 38 and 39 together constitute a significant reworking of the Zoning By-Laws. All changes have been publicly available at the Planning and Building Department offices, the Library, and the Middle School. Definitions are one of the most important aspect of the Zoning By-Laws. Which side of a definition a property owner might fall can have a considerable financial impact on that owner, and may even preclude a use of property that might otherwise have been permitted had a definition been somewhat different. The Finance Committee does not have the expertise in planning and zoning matters to fully appreciate the impact of definition changes.

ARGUMENTS IN FAVOR: Definitions were removed from the By-Laws several years ago because they were not current. Without them, residents have been forced to refer to various documents, not all of which are easily accessible. Returning the definitions, which are primarily drawn from the Massachusetts Building Code, will ease this confusion.

ARGUMENTS OPPOSED:: There is small chance, however unlikely, that changes to these Zoning By-Law definitions may have inadvertent consequences that might affect some property owners.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 39: AMEND THE TOWN'S ZONING BY-LAWS BY REVISING LANGUAGE WITHIN THE SECTIONS THEREIN

Proposed by: Planning Board

To determine whether the Town will vote:

1) To amend Section III, Districts Defined, of the Zoning By-Laws of the Town of Wayland by adding a comma after the word "Meeting" on the second line of the second paragraph, and adding after this comma the words "and subsequent Town Meetings,"; and

2) To amend Section IX, Area and Yard Regulations, paragraph (e), by deleting the word "any" preceding the words "street line" at the end of the three sentences ending, respectively, on the fourteenth line, the seventeenth line, and on the nineteenth line of the first paragraph, and replacing each of these three occurrences of the word "any" with the word "a".

FINANCE COMMITTEE COMMENTS: Articles 36, 37, 38 and 39 together constitute a significant reworking of the Zoning By-Laws. All changes have been publicly available at the Planning and Building Department offices, the Library, and the Middle School. This article addresses two specific sections of the By-Laws. The first changes a reference from a 1934 town meeting to additionally reference changes made at subsequent town meetings. The second corrects wording that implies that property might have frontage

spanning two or more streets. The existing wording is inconsistent across the four residential zones (20,000, 30,000, 40,000 and 60,000 square feet); the proposed change would be consistent.

ARGUMENTS IN FAVOR: This article makes several minor necessary corrections to the Zoning By-Laws, bringing them in line with current Zoning Board of Appeals interpretations.

ARGUMENTS OPPOSED: There is small chance, however unlikely, that these changes to the Zoning By-Laws may have inadvertent consequences that might affect some property owners.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

ARTICLE 40: SEEK FUNDING FOR LONG-TERM COMPREHENSIVE PLANNING STUDY

Proposed by: Planning Board *Estimated Cost: $60,000.*

To determine whether the Town will vote to appropriate a sum of money to be expended by he Planning Board to engage the services of a consultant or consultants for the purpose of conducting a long-term comprehensive planning study of the town; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated available funds, by transfer of funds already appropriated for another purpose, by borrowing, by gift, by grant, or otherwise.

FINANCE COMMITTEE COMMENTS: The Planning Board asks for funding to engage the services of a consultant(s) to conduct a long-term, comprehensive planning study of the town. This study would provide information that the Planning Board needs in making its recommendations regarding the development of real estate in the town, including traffic patterns and use of property.

ARGUMENTS IN FAVOR: Passage of this article would enable the Planning Board to provide a better context, longer term view, to articulate its recommendations regarding how the town will develop and re-develop its limited land resources. Information developed by the study will improve the quality of decisions made as to development and use and therefore the "quality of life" in the town.

ARGUMENTS OPPOSED: The study will cost the town money and may not actually improve recommendations or decisions.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 41: ACCEPT POLICE CAREER INCENTIVE PAY PROGRAM LAW

Proposed by: Petitioners *Estimated Cost: Unknown*

To determine whether the Town will vote to accept the provisions of Massachusetts General Laws Chapter 41, Section 108L.

PETITIONERS' COMMENTS: Although the (collective bargaining) agreement is in effect through Fiscal 1997, the Local believes that the Quinn Bill provides the Town with an opportunity to recover the additional

salary costs incurred as a result of the increase in educational incentive pay. Since the Town currently pays more than 50% of the full Quinn Bill, it would be saving money by accepting it.

Since the Quinn Bill would increase the educational incentive monies again (the stipend amount for an Associates Degree from 8.5% to 10%, a Bachelor's Degree from 11% to 20%, and a Master's Degree from 16% to 25%) the officers' salaries would be increased with no additional cost to the Town. This benefits the officers directly and the Town benefits from having well-paid workers who are under less financial stress.

Currently many officers are seeking Associates' Degrees, having been motivated by the recent increases. While this is going to cost the Town additional educational incentive monies, it also provides the Town with a better educated police officer who is less likely to make costly mistakes which the Town might be required to litigate.

FINANCE COMMITTEE COMMENTS: This Article seeks to increase the amount of compensation paid to police officers for the level of education they have achieved. The Quinn Bill (if fully funded by the state) would reimburse the Town for 50% of eligible educational incentive compensation. The Town of Wayland currently provides educational incentive compensation, but at rates lower than allowed by the Quinn Bill. If the Town were to accept the provisions of the Quinn Bill and the state fully funded the Bill, the Town would fund less educational incentive compensation.

ARGUMENTS IN FAVOR: The Quinn Bill would increase the educational incentive compensation with no additional cost to the Town in years when the bill is fully funded. This benefits the officers directly and the Town benefits from having a better educated police force.

ARGUMENTS OPPOSED: Any issues regarding compensation should be negotiated through the collective bargaining process and have the full support of all involved prior to going before a Town vote.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 41, Section 108L.

ARTICLE 42: WASTEWATER MANAGEMENT DEPARTMENT BUDGET

Proposed by: Wastewater Management District Commission *Estimated Cost: No Additional Cost*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Wayland Wastewater Management District Commission for the operation and expenses of the Commission and wastewater management department and for the construction, operation and maintenance of wastewater management systems; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by grants received from the Commonwealth of Massachusetts and/or the Federal Government, borrowing or otherwise, provided, however, that any such appropriation, including interest thereon, shall be repaid by the users of the wastewater management system.

FINANCE COMMITTEE COMMENTS: The Wastewater Management District Commission (WMDC) was authorized by the legislature in January 1997. The Commission seeks authority to raise up to $250,000 through bonding by the Town and/or the state. These monies will be expended only to: 1) fund specific projects agreed to by the users of those projects who will be responsible for repayment, or 2) to conduct planning required by the state in order to receive state funding for construction. Due to the very recent passage of the legislation, the Commission is unable to provide more details at this time but should have more information at Town Meeting.

Last year's Town Meeting provided $100,000 to the WMDC which has neither been committed nor spent at this time.

ARGUMENTS IN FAVOR: If not approved, the Commission will have to wait until a later Town Meeting to be able to proceed efficiently. The state, in particular, requires Town Meeting approval for any borrowing of state monies. In order to meet potential users' needs, the Commission needs to be able to proceed this year.

ARGUMENTS OPPOSED: Monies should not be appropriated without specific plans for their use beyond the $100,000 already appropriated. However, the Finance Committee would support a special town meeting if documented plans by committed users require more funds.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: 1 for, 3 against, 3 abstentions.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

ARTICLE 43: EXTEND TIME TO SELL PAINE ESTATE LAND

Proposed by: Board of Selectmen

To determine whether the Town will further modify its vote under Article 10 of the 1994 Annual Town Meeting, as modified by vote of the 1995 Annual Town Meeting under Article 17 of the warrant therefor, by extending the time for the Board of Selectmen to transfer, sell, convey or otherwise dispose of the fee or any lesser interest in all or any portion of the land shown on a plan entitled "Plan of Land in Wayland, Mass. Showing Proposed Division of the Paine Estate" dated March 22, 1994, scale 1"=200', revised March, 1995, prepared by Wayland Town Surveyor's Office and recorded with the Middlesex South Registry of Deeds as Plan No. 693 of 1995.

FINANCE COMMITTEE COMMENTS: This Article seeks to extend the time for the Board of Selectmen to sell the Paine Estate land. The Purchase and Sale Agreement has been completed, but the closing will not take place within the approved timeframe. The need to submit a warrant article for the 1997 Special Town Meeting (regarding the creation of a zoning overlay district) in addition to subsequent permits and approvals will extend the closing timetable. The Article seeks to extend the closing date through June of 1998.

ARGUMENTS IN FAVOR: This Article will allow for the completion of the sale of the Paine Estate.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 44: ACQUIRE LAND AT 24 CURTISS ROAD

Proposed by: Board of Selectmen *Estimated Cost: $1,700.*

To determine whether the Town will vote to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire by purchase, gift, eminent domain or otherwise, the parcel of land on Curtiss Road in Wayland, Massachusetts, described in Certificate of Title No. 62610 registered in the Land Registration Office at the Middlesex South Registry of Deeds in Registration Book 418, page 433, containing 3,400 square feet, more or less; to determine whether the Town will vote to appropriate a sum of money for the acquisition of said land; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise.

FINANCE COMMITTEE COMMENTS: This minor (3400 square feet) landlocked property is in the midst of town-owned land. This Article is to acquire the land.

ARGUMENTS IN FAVOR: Given its location and its availability at a fair price, it is appropriate to acquire this land to avoid any potential future problems.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40, Section 14 and Chapter 44, Section 7.

ARTICLE 45: REALLOCATE TOWN'S SHARE OF MINUTEMAN REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT BUDGET

Proposed by: Board of Selectmen

To determine whether the Town will vote to reallocate its required share of the Minuteman Regional Vocational Technical School District budget in accordance with the regional agreement as permitted by Section 16B of Chapter 71 of the Massachusetts General Laws.

FINANCE COMMITTEE COMMENTS: The State-regulated formula for allocating costs to the cities and towns that make use of Minuteman's services is complex, obscure, and includes a minimum that usually applies to

towns with very few attending students. Wayland, with four high school and three adult students this year, fell into that category last year, hence we paid more per student than the average. This provision, if voted affirmatively by *all* the cities and towns affected, would have lowered Wayland's tuition charges last year, but would have resulted in increased costs to other communities. This year, it appears that Wayland will pay more if voted affirmatively. Future years may find us on either side of the minimum cost.

ARGUMENTS IN FAVOR: If passed by all 16 communities that are served by Minuteman, this measure will eliminate an inequity in the present procedure for allocating costs.

ARGUMENTS OPPOSED: If passed by all communities, this measure will increase Wayland's costs this year, and maybe in future years.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Chapter 71, Section 16B of the Massachusetts General Laws.

ARTICLE 46: AMEND GENERAL BY-LAWS RE: MOTIONS AT TOWN MEETING

Proposed by: Petitioners

To determine whether the Town will vote to amend Article 2, Section 2 of its General By-Laws, which presently reads: "All motions (at town meeting) shall be reduced to writing if so requested by the presiding officer or any legal voter."

by inserting after the above sentence the following: "If a main motion is not identical word-for-word with the substantive portion of the article then under consideration as printed in the warrant, any voter upon request shall be provided with a written copy of said motion before it may be further debated, amended, or acted upon."

PETITIONERS' COMMENTS: It is vitally important that town meeting voters understand what they are voting for or against. Some motions contain hundreds of words, with complex, interconnected clauses and legalistic definitions. When the main motion is substantively the same as the article in the warrant, voters are not confused because they have the motion before them in writing. However, when the motion differs from the article, voters often have difficulty comprehending the changes and their meaning. This leads to wasted time at town meeting and, worse, poor decision making. In 1997, with all of our impressive technology, it is disheartening that voters sometimes must make important decisions on the basis of oral - not written - main motions. In recognition of the impreciseness of the spoken word, the Moderator wisely demands that he be provided with all such changes in writing. The voters are entitled to no less.

FINANCE COMMITTEE COMMENTS: This article intends to make the electorate better informed on the issues being presented at Town Meeting. It requires that the motion being voted upon is either identical to the written word in the Warrant or that a separate written handout is made available to all attendees at the Town Meeting.

ARGUMENTS IN FAVOR: The electorate should be informed. Main motions are sometimes different from the wording of the Article printed in the Warrant and it is difficult for the voters to follow oral descriptions of the differences.

ARGUMENTS OPPOSED: Last-minute changes to articles before the Town Meeting are sometimes unavoidable. Printing large quantities of each of these changes regardless of how minor will be a wasteful, expensive, and unnecessary undertaking. In any event, the Moderator is always careful to clarify changes and does not permit changes that are outside the scope of the original article.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 47: AMEND TOWN BY-LAWS RE: DATE OF SUBMISSION OF WARRANT ARTICLES

Proposed by: Board of Selectmen

To determine whether the Town will vote to amend Article 1, Section 3 of its General By-Laws by adding thereto the following sentence: "In the event that December 15th is a Saturday, Sunday or legal holiday, all articles for insertion in the Annual Town Meeting Warrant must be so presented by 4:30 P.M. on next weekday following December 15th that Wayland Town Building is open."

FINANCE COMMITTEE COMMENTS: This article would result in the last date for submitting warrant articles to fall on or *after* the customary date of December 15 rather than on or before December 15 in the event that December 15 falls on a weekend. The present wording also permits the Board of Selectmen to set the date earlier than December 15 in any event.

ARGUMENTS IN FAVOR: This Article would cause the final submission date to default one or two days later in the event that December 15 falls on a weekend. It also avoids confusion by bringing our by-law into agreement with Massachusetts General Laws, Chapter 4, Section 9.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 48: AMEND GENERAL BY-LAWS RE: CLOSING OF TOWN MEETING WARRANTS

Proposed by: Petitioners

To determine whether the Town will vote to amend Article 1, Section 3 of its General By-Laws, which presently reads: "All articles for insertion in the warrant for the annual town meeting must be presented in writing to the Board of Selectmen in accordance with law on or before December 15th or such earlier time as may be fixed by the Board of Selectmen, and all such articles for special town meetings must be so presented on or before the date fixed by the Selectmen for closing of the warrant for such meeting."

(a) by inserting after the above sentence the following: "However, because any deadline imposed on the presentation of petitioned articles is inconsistent with Massachusetts General Laws Chapter 39, Section 10, the Selectmen shall make all reasonable accommodations to insert such petitioned articles in the warrant without regard to the warrant closing date."

(b) by inserting thereafter the following: "In fairness to the public, the warrant for any special town meeting shall remain open for at least ten days after it is called by the Board of Selectmen. Within 48 hours of calling any town meeting, the Selectmen shall post notice of the warrant closing date at the locations specified in Section 2 above."

PETITIONERS' COMMENTS: This is a fairly simple matter. Either the present deadlines imposed by the Board of Selectmen on petitioners are consonant with the laws of the Commonwealth or they are not. At the time this Article was discussed in public with the Selectmen and the Finance Committee on February 24, 1997, more than two months after the article was first submitted, neither board knew the answer.

The petitioners are confident that the Selectmen's deadline is improper as a matter of law. Sudbury has an article submission deadline very similar to Wayland's. The Sudbury town counsel has advised (for at least the past ten years) that petitioners are not required to conform to the warrant closing dates under

Sudbury's by-law. The proposed by-law amendment above imposes no fixed deadline but asks only that the Selectmen make "all reasonable accommodations" to accept the petitioned article.

FINANCE COMMITTEE COMMENTS: This Article covers two topics. 1) The petitioners are requesting that petitioner articles should be accepted for inclusion in the Warrant until a later date than other articles. No deadline date is being proposed, only "reasonable accommodations" on behalf of the Town. 2) The petitioners are also requesting that the period for submission of articles to the *Special* Town Meeting be extended to 10 days and be preceded by a 2-day notice period.

ARGUMENTS IN FAVOR: Petitioners should be given greater access to the legislative process in the form of wider acceptance periods for articles. The petitioners claim that the General Laws, Chapter 39, Section 10, permit the submission of articles until a much later date than do Wayland's By-Laws, and that, at a minimum, Wayland's By-Laws should not attempt to usurp the General Laws. Moreover, they believe that petitioner articles do not require the same level of time and attention of the Town's boards, and therefore should be accepted for inclusion in the Warrant until a much later date. The petitioners have also noted that the period for submission of articles to the Special Town Meeting is often "open" for only a few days or hours and that there is little or no period of notice prior to the opening.

ARGUMENTS OPPOSED: Access to the legislative process is presently equal for all boards, committees, and petition groups. There is no reason to favor one group over another - indeed, this year there are 17 petitioner submissions. Petitioner articles do require as much, if not more, time and attention than do articles submitted by boards. With respect to the General Laws of Massachusetts, they do not address the Warrant's closing schedule, and our present by-law was reviewed by the Attorney General's office and approved.

The purposes of the Special Town Meeting include responding to emergency situations. Thus, there is often a need for fast action, and if notice were extended to a total of 12 days, there may be emergencies that could not be met. Traditionally, the STM warrant is open for a week, if circumstances permit, as they did this year.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

ARTICLE 49: ACCEPT GIFTS OF LAND

Proposed by: Board of Selectmen

To determine whether the Town will vote to accept real property or interests in real property which have been tendered to it as a gift, bequest, devise or otherwise.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 50: SELL OR TRADE VEHICLES AND EQUIPMENT

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Board of Selectmen to sell or otherwise dispose of certain surplus vehicles, equipment, or other personal property in connection with the purchase of new vehicles, equipment or otherwise.

Fire Department	(1)	Ford Pick-Up	1991
	(1)	Ford Crown Victoria	1993
Board of Health	(1)	Rack Body Pick-up Truck	1989
Park & Recreation	(1)	Wide Area Rotary Mower	1988
Police Department	(3)	Crown Victorias	1995
School Department	(1)	Chevrolet Pick-Up Truck	1983

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

ARTICLE 51: AUTHORIZE TREASURER TO BORROW

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Treasurer, with the approval of the Selectmen, to borrow monies from time to time in anticipation of the revenue of the fiscal year beginning July 1, 1997 in accordance with the provisions of Massachusetts General Laws Chapter 44, Section 4, and Chapter 849 of the Acts of 1969, both as amended, and to issue a note or notes therefor, payable within one year, and to renew any note or notes that may be given for a period of less than one year in accord with the provisions of Massachusetts General Laws Chapter 44, Section 17, as amended.

FINANCE COMMITTEE COMMENTS: This Article provides for short-term borrowing in case of need, pending collection of real estate taxes.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws, Chapter 44, Section 4.

COMMONWEALTH OF MASSACHUSETTS

WARRANT

for the

SPECIAL TOWN MEETING OF 1997

Town of Wayland in the County of Middlesex

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of General Laws Chapter 51, Section 1, to meet in the Wayland High School Field House on

MONDAY, APRIL 28, 1997 AT 8:30 P.M.

or as soon thereafter as the Article then under discussion in the Annual Meeting is disposed of, then and there to act on the following Articles:

STM ARTICLE 1: ACCEPT LAW INCREASING REAL ESTATE TAX EXEMPTION AMOUNTS

Proposed by: Finance Committee and Board of Assessors *Estimated Cost: $40,000.00*

To determine whether the Town will vote to accept the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, and allow an additional exemption of up to 100% for Fiscal Year 1998.

FINANCE COMMITTEE COMMENTS: With Town budget growth outpacing income increases for many elderly or other fixed-income residents, it becomes ever more difficult for these residents to remain in their homes. Tax abatement is one way to at least partially offset the widening gap; others include the Tax Workoff and Tax Deferment programs. Currently, approximately 130 residents avail themselves of abatement in three categories: $175 to $875 for veterans, $175 for residents at one level of qualification, and $500 for residents at a higher level of qualification. The present cost of this program is $40,000, half of which is paid for by the Commonwealth. If the above levels are doubled (the added amount to be paid for by the Town, bringing them up to the maximum level allowed by the Commonwealth), qualifying residents will be able to apply the incremental amount towards future tax increases (but not to the current tax bill). Successful passage of the Home Rule Petition would erase the incremental provision and make all moneys available immediately.

ARGUMENTS IN FAVOR: At an added cost of roughly $10 per home per year, the expanded abatement program will help long-time elderly and/or fixed-income residents to remain in their homes. Not only will this program reward residents for what they have contributed to the town over time, it will also serve to lessen growth - in number and cost - of the school population by helping to keep "empty bedrooms empty." By preserving an oral Town history and a valuable resource for Town government, serving this important segment of our population strengthens the "intergenerational fabric" that binds the Town together.

ARGUMENTS OPPOSED: This article would add slightly to an already expensive tax levy.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Section 4 of Chapter 73 of the Acts of 1986.

STM ARTICLE 2: AMEND GENERAL BY-LAWS TO MAKE CORRECTIVE CHANGES

Proposed by: Board of Selectmen

To determine whether the Town will vote to amend its General By-Laws as follows:

1) ARTICLE 6. POLICE REGULATIONS. Add the words "who goes door to door" after the word "or" in the second paragraph of Section 12;

2) Change the words "Building Inspector" to "Building Commissioner.";

3) Add a new paragraph to Section 11 as follows: "Any person who is discovered by a police officer or special police officer in the act of violating the provisions of this section may be arrested without a warrant by such police officer or special police officer and held in custody, in jail or otherwise, until a complaint shall be made as soon as practicable and in any case within twenty-four hours, Sundays and legal holidays excepted.";

4) ARTICLE 7. DOG REGULATIONS. Change the words "Dog Officer" to read "Dog Control Officer.";

5) ARTICLE 13. STREET NUMBERING. Change the words "Building Inspector" to read "Building Commissioner.";

6) ARTICLE 16. INSPECTOR OF GAS PIPING. Delete the words "established by General Law, c.25, s.12H, inserted by s.1 of c.747 of the Acts of 1960 and amendments thereto.";

7) ARTICLE 18. LICENSES FOR JUNK DEALERS. Delete the Article in its entirety.;

8) ARTICLE 20. PENALTY. Change the words "Building Inspector" to read "Building Commissioner.";

9) ARTICLE 22. COUNCIL ON AGING. Change the words "Commission on Aging" to read "Executive Office of Elder Affairs.";

10) ARTICLE 23. ALCOHOLIC BEVERAGES. Delete the Article in its entirety.;

11) ARTICLE 24: PRIVATE SWIMMING POOL FENCING. Change the words "Building Inspector" to read "Building Commissioner.";

12) ARTICLE 27. UNREGISTERED CARS. Delete the Article in its entirety.; and

13) ARTICLE 30. FALSE ALARMS. Delete the words "or transmitted to the Wayland Dispatch Center when, in fact, there is no fire."

FINANCE COMMITTEE COMMENTS: The proposed changes are all housekeeping matters that apply to the General By-Laws only. These revisions were recommended by the recodification consultants hired following approval of 1996 ATM Article 27.

ARGUMENTS IN FAVOR: These amendments will make office names and officer titles consistent, eliminate duplicatons, remove obsolete references, and make other minor changes. None of these revisions affects content.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 21.

STM ARTICLE 3: SUPPLEMENT APPROPRIATION TO ACQUIRE LAND OF DI CARLO AND ABANDON TEMPORARY EASEMENT

Proposed by: Board of Selectmen *Estimated Cost: $90,000*

To determine whether the Town will vote to:

(a) appropriate a sum of money to be expended by the Board of Selectmen in conjunction with funds appropriated under Article 6 of the November 13, 1996 Special Town Meeting to acquire for landfill, highway or other municipal purposes, the fee or any lesser interest in all or any portion of the land shown as Lots 1 through 7 inclusive and the roadway shown as Southward Drive on a plan entitled "Definitive Southward Subdivision of Land in Wayland, Mass.", Scale 1" = 40', dated October 2, 1980, by Ewald Engineering Co., Inc., recorded with the Middlesex South Registry of Deeds as Plan No. 1127 (A-3) of 1986 in Book 17322, Page 122, a copy of which plan is on file in the Office of the Town Clerk; and to

determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing or otherwise;

(b) modify its vote under Article 6 of the November 13, 1996 Special Town Meeting; and

(c) abandon or convey any temporary easements or rights taken by the Town in, on, over, under, across or through the land described in Paragraph (a) above.

FINANCE COMMITTEE COMMENTS: At last fall's special town meeting it was voted to take the DiCarlo land by eminent domain for $510,000. This was the appraised value by the town-selected appraiser. This left open two potential issues: first, that the value might be contested and, second, the question of possible damages from methane gas migration from the town landfill onto this property.

Continued discussions with Mr. DiCarlo have led to a tentative, creative resolution.

A) Mr. DiCarlo will sell part of the land for $400,000

B) Mr. DiCarlo will donate the remaining portion of the parcel.

C) The town will pay Mr. DiCarlo $200,000 to settle the claimed and alleged damages from methane gas.

The settlement and purchase and sales agreements have not, at this time, been reduced to writing by the lawyers. It is expected to be complete prior to town meeting. If satisfactorily completed, the town will need to increase by $90,000 the existing approved appropriation.

ARGUMENTS IN FAVOR: To resolve this potentially litigious matter for $90,000 over our appraisal is a reasonable resolution. The legal expenses to defend the town in an eminent domain and environmental damage suit would most likely approximate this amount In addition, all the positives articulated at last year's meeting remain.

ARGUMENTS OPPOSED: No recommendation should be made until the final documents are available.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: (a) Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

(b) Majority. If modification relates to borrowing authorization, two-thirds - see Massachusetts General Laws, Chapter 44, Section 7.

(c) Two-thirds - see Massachusetts General Laws, Chapter 40, Section 15.

STM ARTICLE 4: ESTABLISH A STUDY COMMITTEE TO REVIEW ASSESSMENT AND VALUATION POLICIES AND PROCESSES IN WAYLAND

Proposed by: Petitioners

Whereas equity, consistency and openness in taxation are vital cornerstones of a democratic society;

Whereas assessment and valuation policies and procedures play a crucial role in property-based taxation systems and may have significant, long-term implications for such key public policy goals as quality of life, affordability, land use and basic fairness and openness;

Whereas many of the recent changes in assessment and valuation practice such as computerization, use of outside contractors under competitive bidding, and use of proprietary valuation software whose contents are not open to scrutiny, have made it increasingly more difficult for the public to understand and evaluate

whether valuation results are fair, reasonable, and consistent with both assessment/valuation goals and other long-term goals of the town, and as a result public confidence in the assessment and valuation process has seriously eroded in recent years;

Whereas there has been no comprehensive review and evaluation of the assessment/valuation process in Wayland within recent memory;

Will the Town meeting vote as follows:

To establish an Assessment and Valuation Study Committee and direct said Committee to do the following:

(1) Review the current assessment and valuation process and identify potential issues warranting further consideration.

(2) Hold one or more public hearings in which Wayland residents may express their opinions, concerns and suggestions as to potential problems and solutions.

(3) Identify and research the practices of other towns that appear to be leaders in the field of assessment and valuation practices.

(4) Prepare a draft report that (a) briefly describes current assessment and valuation goals, practices, and processes and (b) presents the Committee's findings, conclusions, and recommendations as to what changes, if any, should be made in those goals, practices, and/or processes.

(5) Review the draft report with the Assessors, BOS and Planning Board as well as any other town board that may so request and reference the comments of such boards in the draft report, and make copies of such report available at the town building and library for review by town residents.

(6) Draft and submit for the Spring 1998 Town Meeting (a) a "sense of the meeting" article that will give Town Meeting participants an opportunity to express overall approval or disapproval of the proposals and (b) any additional articles that would be required to implement specific Committee recommendations.

Said Committee shall be composed of seven members with the Assessors, Selectmen, and Planning Board each appointing one member. These appointees shall either be a member of the appointing board or a representative chosen to represent that board. The Town Moderator shall appoint the other four members; said appointees shall not have served on any town board in fiscal 1997.

PETITIONERS' COMMENTS: This Article proposes that we reexamine the policies and methods that are currently used for property reassessment in our Town.

Many persons in Wayland have expressed concern about the Fiscal Year 1997 property revaluation. People have identified many examples where two properties appear to be similar to one another in terms of size, quality of materials, features, condition, and land acreage, yet these two properties are not assigned the same assessed value.

The Article proposes that the Town hold several public hearings where citizens may state their views about reassessment policies and procedures. Eventually, any proposed changes in policies or procedures would be submitted to the voters for approval at a future Town Meeting.

FINANCE COMMITTEE COMMENTS: The proposed article would establish an Assessment and Valuation Study Committee with seven members to review the current assessment practices and processes, identify potential improvements in the procedure, and report on its findings at next year's Annual Town Meeting.

ARGUMENTS IN FAVOR: The present assessment process is not understood nor under control. Its balance between land and building values appears unreasonable and indefensible. For some homeowners, it results

in excessively and unbearably large tax steps. Since the reassessment process is entirely under the control of an outside agency, and its results are seemingly inconsistent with those in surrounding towns, it is time to independently examine and evaluate the entire process.

ARGUMENTS OPPOSED: The assessors are employing a large and capable independent agency that uses a state-approved process to estimate real estate values, and thereby assessments. State audits have repeatedly determined that assessments are consistent with recent property sales. Since the assessors extend to every homeowner the opportunity for a hearing that often results in a change in the assessed value, this Study Committee is unnecessary.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

STM ARTICLE 5: AMEND ZONING BY-LAWS RE: SENIOR AND FAMILY HOUSING OVERLAY DISTRICT

Proposed by: Planning Board

To determine whether the Town will vote to amend the Town's Zoning By-Laws by making the following changes regarding senior and family housing:

Item 1. Add a new Section IIIA.7 as follows:

7. A Senior and Family Housing Overlay District, which includes all of the following land:

Parcels F and G as shown on a plan entitled "Plan of Land in Wayland, Massachusetts Showing Proposed Division of the Paine Estate," prepared by the Wayland Town Surveyor's Office, dated March 22, 1994 and revised March 1995, and recorded with the Middlesex South District Registry of Deeds. Such plan is hereby made a part of the Zoning Map of the Town of Wayland, and is available at the office of the Town Clerk for public inspection.

Item 2. Add the following new Section IX.D:

IX.D SENIOR AND FAMILY HOUSING OVERLAY DISTRICT

IX.D.A. PURPOSE. The purpose of the Senior and Family Housing Overlay District (SFHOD) is to:

1. Provide a residential environment that offers supportive services to individuals fifty-five (55) years of age or older who are unable to live independently in the community by offering supervision and/or assistance with basic activities of daily life, such as dressing, bathing, toileting, nutrition; and

2. Provide multi-family condominium dwellings and/or apartments for occupancy by individuals fifty-five (55) years of age or older; and

3. Provide for mixed and diverse varieties of housing, including (a) affordable housing, (b) single family housing without regard to age limitation, (c) assisted living residences, and (d) independent living residences, in combination and in close proximity to one another.

4. Provide for residential development in a manner that conserves environmental features, woodlands, wet areas, open space, areas of scenic beauty, views and vistas.

IX.D.B. APPLICABILITY. The SFHOD shall be construed as an overlay district. All requirements of the underlying zoning district(s) shall remain in full force and effect, except where the requirements of the SFHOD are more restrictive or provide for uses or structures not otherwise available in the underlying district; in such cases, the requirements of the SFHOD shall supersede the underlying zoning regulations.

IX.D.C. DEFINITIONS.

1. Applicant - The person or persons, including a corporation or other legal entity, who applies for issuance of a special permit hereunder. The Applicant must own, or be the beneficial owner of, all the land included in the proposed SFHOD, or have authority from the owner(s) to act for him or hold an option or contract duly executed by the owner(s) and the Applicant giving the latter the right to acquire the land to be included in the site within a period of sixty days from the time that the applicant shall notify the owner(s).

2. Assisted Living Residence (ALR) - Facility(s) as defined in 651 CMR 12.02, reserved for occupancy to persons fifty-five (55) years of age or older.

3. Bedroom - A separate room intended for, or which customarily could be used for, sleeping.

4. Buffer - An area within a Mixed Residential Development adjacent to its boundaries, streams, and ponds, which may not be developed except as provided herein.

5. Development Schedule - A schedule showing the order and timing of construction and the sequence of the improvements to be built or furnished in the Mixed Residential Development site, separated into stages where applicable.

6. Dwelling Unit - A residence, including studio units. Each residence shall contain at least a kitchen area/living area, bathroom and, except in studio units, one or more bedrooms.

7. Mixed Residential Development ("MRD") - Development of one or more single family dwellings, ILRs or ALRs, in some combination, on a lot or lots. Such lot or lots need not comply with the dimensional requirements of this Zoning By-Law for lot area, frontage, yards, setbacks, and the like, except as set forth in this Section IX.D.

8. Independent Living Residence ("ILR") - Multi-family condominium dwelling(s) or apartments, reserved for occupancy by persons fifty-five (55) years of age or older.

9. Land - Land, including areas covered by water.

10. Multi-family Condominium Dwelling - A building containing more than one dwelling unit which is subject to the provisions of G. L. Ch. 183A.

11. Regulations - The rules and regulations of the Planning Board relative to subdivisions, special permits and site plans.

12. Single Family Dwelling - A detached dwelling unit for one family not within an ILR or ALR.

13. Wet Areas - Wet areas include water areas and other land in any of the following categories:

(a) All land subject to the provisions of G. L. c. 131, ss. 40 and 40A, land designated as being subject to the one-hundred year flood (an "A Zone") pursuant to the Federal Flood Disaster Protection Act, 42 U.S.C. 4001 et seq. or subject to any regulation by the town with regard to flood plain or aquifer protection.

(b) All lands within the Watershed Protection District originally established by vote of the town under Article 17 of the 1967 Annual Town Meeting as the same may be amended from time to time.

(c) Land which is ordinarily submerged during any portion of the year.

IX.D.D. USE RESTRICTIONS. The uses set forth below, individually or in combination, may be authorized by a special permit issued by the Planning Board pursuant to Section V(r), upon site plan approval as set forth in Section XA, and in compliance with the standards set forth in Section IX.D.F, below. The site plan review and special permit procedures under this Section shall be consolidated by the Planning Board.

1. Assisted Living Residence;

2. Independent Living Residence;

3. Mixed Residential Development;

4. Structures and uses accessory to the uses set forth in Section IX.D.D.1, D.2 and D.3, above, located (with the exception of covered parking areas) within the same building, including, but not limited to, the following: beauty and barber salons; recreational, physical fitness and therapy services; nondenominational chapel; library; bank automated teller machine; management offices; adult day health facility; hospice residence; and covered parking areas.

IX.D.E. ADMINISTRATION. The Planning Board shall serve as the special permit granting authority pursuant to this Section IX.D. The Planning Board may grant extensions of time, in writing, for deadlines imposed hereunder, upon the written request of the applicant. The Planning Board may waive the submittal or technical information or documents otherwise required hereunder where the applicant demonstrates that, due to the simplicity of the proposal, such information is not necessary for or applicable

to the Planning Board's decision pursuant to this Section. An application for a special permit shall be governed by the following rules.

1. Form of Application. An application for a special permit for construction within the SFHOD shall be submitted to the Planning Board on forms furnished by the Planning Board. Written notice containing a copy of said plan shall be given by the Applicant to the Town Clerk, the Conservation Commission, the Finance Committee, the Fire Chief, the Board of Health, the Inspector of Buildings, the Park and Recreation Commissioners, the School Committee, the School Building Planning Committee, the Selectmen, the Board of Water Commissioners and the Zoning Board of Appeals. Each such application shall be accompanied, if applicable, by a definitive plan of land pursuant to the provisions of G.L. c. 41, ss. 810 and 81T as the same may be from time to time amended and the Regulations of the Planning Board, a filing fee determined in accordance with paragraph IX.D.G below, and a development plan containing the following information and data:

(a) The name(s) and address(es) of the Applicant and all legal and beneficial owners of the MRD site; copies of all instruments, options, contracts or encumbrances affecting ownership of the development site together with the opinion of an attorney concerning the state of the title; and an instrument executed by all persons owning property within the site agreeing that the development, as applied for, is desired.

(b) A plan, suitable for recording, of the MRD site showing all structures and improvements on the site, all ways and utilities serving the site, all lot lines, easements and rights of way of record.

(c) All information required by the Regulations regarding the training and experience of the Applicant, his associates, professional advisers, and contractors in the development and management of real estate, the construction of housing as well as their respective financial positions. Such information may include a list of all persons and organizations with which or whom the Applicant has been associated in the development of real estate during the past 10 years, including their addresses and the names of their principal officers, as well as all sources of credit upon which the Applicant relies to acquire, develop and manage the MRD site. The Applicant shall furnish copies of such transcripts, records, letters of intent, contracts as well as all other documentation that the Planning Board may require to determine whether the Applicant is qualified to undertake and complete the development proposed and whether his plan for financing the same is sound.

(d) A proposed development schedule showing the beginning of construction, the rate of construction and development, including stages, if applicable, and the estimated date of completion.

(e) Information, including but not limited to, reports, letters or studies prepared by qualified professionals, showing the effect of the development on the Town's capacity to furnish services including, but not limited to, schooling, roads, water and sanitation.

(f) A map, to the scale required by the Regulations, of the MRD site and the community surrounding the same to a distance of one half mile and showing all proposed points of interconnection including roads, utilities and schools.

(g) A plan or plans, to the scale required by the Regulations, showing the topography of the MRD site at a minimum of two foot intervals, as well as vegetation and special features, including all woodlands, wetlands, groups of trees or individual trees worthy of preservation, rock outcroppings, significant slopes, trails and paths, flowing streams and drainage ways, ponds, productive agricultural lands, open vistas, structures of historical importance and biological or wildlife habitats, and proposed conservation and recreation easement areas.

(h) Plans for the preservation of the vegetation and special features shown on the topographic plan.

(i) All information that the Planning Board may require subsequent to the filing of the application to determine limitations on ground coverage and density.

(j) Information, including proposed interior plans, regarding the number and kind of dwelling units proposed, their location, the number of bedrooms planned, the sale prices anticipated and population projections pertaining thereto.

(k) A plan or plans, to the scale required by the Regulations, showing existing and proposed contours, roads, lighting, utility and sewerage systems, the areas to be set aside for building structures, parking areas and conservation and recreation easements.

(l) A model or models illustrating preliminary landscaping and architectural design, showing types, location and layout of buildings, and typical elevations, as well as the general height, bulk and appearance of structures. Perspective drawings may be subsequently required by the Planning Board.

(m) A report showing the manner of construction of structures describing structural and paving materials, all in accordance with the minimum standards prescribed in the most recent provisions of the Commonwealth of Massachusetts State Building Code and all other laws and regulations pertaining thereto.

(n) Information showing the street name and numbering system proposed and any supplementary methods proposed for identifying places and residences in the MRD site.

(o) Information pertaining to any organization which the Applicant proposes to form where the development is to be a condominium development, including forms and plans to be used to organize and manage the same.

(p) Copies of all proposed covenants, easements, and other restrictions which the Applicant proposes to grant to the Town, the Conservation Commission, utility companies, any condominium organization and the owners thereof, including plans of land to which they are intended to apply.

(q) Proposals for the disposal of sanitary waste and storm water.

(r) Copies of all proposed deed restrictions to assure resale at affordable prices and the right of first refusal in favor of the Town for dwelling units to be sold at affordable prices, if applicable.

(s) Any and all other information that the Planning Board may reasonably require in a form acceptable to it to assist in determining whether the Applicant's proposed development plan meets the objectives of this Section IX.D.

(t) Paths for the use of residents shall be attractively designed with proper regard for convenience, separation of vehicular, bicycle and pedestrian traffic, adequate connectivity, completeness of access to the various amenities and facilities on the MRD site and to pathways on adjacent sites.

2. Review and Action by the Planning Board.

(a) Within sixty-five (65) days of receiving an application for a special permit and site plan approval, the Planning Board shall request a report from the Board of Health pursuant to G.L. c. 41, ss. 81U and 81V and hold a public hearing on such plan, giving notice of the time and place thereof and of the subject matter in accordance with the provisions of G.L. c. 40A, s. 11, as the same may, from time to time, be amended.

(b) In the event that the Planning Board shall decide, after the conclusion of such hearing, not to grant a special permit, it shall notify all parties in interest of its decision as provided in G.L. c. 40A, s. 15, as the same may, from time to time, be amended.

(c) If the Planning Board shall be inclined to grant a special permit and site plan approval, it shall, within sixty (60) days after the date of the conclusion of the public hearing, send to the Applicant a proposed special permit and site plan approval containing the development plan approved, as well as such conditions and safeguards as it deems appropriate to assure the site approved shall be developed in complete harmony with the general purpose and intent of the Zoning By-Laws of the Town of Wayland. Without limiting this general purpose and intent, such conditions and safeguards may include:

(1) A requirement that the Applicant shall submit to the Planning Board:

(i) A plan suitable for recording showing the land in the development site, including a designation of land to be included as conservation and recreation easements;

(ii) A copy of the deeds for the dwelling units to be sold at affordable prices;

(iii) If the special permit provides for construction of a multi-family condominium dwelling, a master deed duly executed and recorded by the Applicant subjecting the land to the provisions of G.L. c. 183A, as well as a copy of the by-laws to be adopted by the organization of unit owners; and

(iv) A document suitable for recording granting the Town a conservation and recreation easement over certain buffer areas and over Wet Areas.

(2) A development schedule bearing the signature of the Applicant showing estimated dates for:

(i) Commencement of development within one year after recording of the special permit applied for;

(ii) Completion of each stage of the development proposed, if applicable; and

(iii) Completion of the MRD.

(3) Negotiable instruments, deposits of money and/or a performance bond of a surety company qualified to do business in the Commonwealth of Massachusetts, and satisfactory to the Planning Board shall be furnished and maintained by the Applicant and a covenant shall be executed and recorded by the Applicant, running with the land, which shall be sufficient, in the opinion of the Planning Board, to secure construction by the Applicant of the infrastructure shown on the approved development plan and performance of such construction in accordance with the development schedule set forth therein. All such covenants shall provide the Applicant shall pay fifty ($50) dollars to the Town, as liquidated damages, for each day that shall pass after the expiration of 90 days from the time that any work shall not have been completed as required by the development schedule, as said schedule may be revised from time to time with the approval of the Planning Board, unless said work shall have stopped for a period of thirty days under a court order or if it shall be stopped or delayed through no act or fault of the Applicant or of any of the contractors that the Applicant has engaged to develop the MRD site.

(4) A requirement that the professionals and principals named in the development plan shall continue to participate in the development in the capacities specified in the plan approved, unless the Planning Board shall have modified the permit as hereinafter provided.

(5) Regulations to minimize inconveniences to residents in the general area, whether of noise, vibration, dust, blocking of Town roads, or otherwise.

(6) A requirement that as built drawings shall be filed with the Building Commissioner upon completion of each stage of the development.

(d) The Applicant shall, within fifteen (15) days after it receives a copy of the proposed special permit from the Planning Board, notify said Board of his acceptance of or his refusal to accept the proposed special permit, including all the conditions and safeguards set forth therein. In the event that the Applicant shall notify said Board that it accepts all such conditions, it shall file with its notice copies of the plan and the instruments that it proposes to submit to satisfy the requirements of this by-law. In the event that the Applicant shall not within said period notify the Planning Board that it accepts all said conditions and safeguards, or if it shall fail to submit copies of the aforesaid plan and instruments, the Planning Board shall be deemed to have denied approval of the

development plan and special permit application; provided, however, that the Planning Board may, at the request of the Applicant, extend the time during which the Applicant shall notify the Planning Board in writing of its acceptance or refusal to accept the conditions and safeguards proposed, and during such extended period the Planning Board and the Applicant may agree in writing to changes in any such conditions.

(e) Within ten (10) days after the Applicant has notified the Planning Board of its acceptance, the Applicant shall deliver to said Board all of the documents described herein except the instrument and master deed required by paragraph E. 2. (c) (1) (iii) above, together with any and all other instruments and fees that may have been imposed as a condition or safeguard upon exercise of the special permit applied for.

(f) Upon receipt of all such material, the Planning Board may grant such special permit to the Applicant in accordance with the procedure set forth in G.L. c. 40A, ss. 9 and 11 subject, however, to such conditions and safeguards as may be imposed pursuant to said s. 9.

(g) The Planning Board shall have no power to issue a special permit under Section IX.D:

(1) After the expiration of 18 months from the date on which the Attorney General shall have approved the By-Law amendment designating a SFHOD under which the special permit is sought unless, after the expiration of such 18 month period, the consent of all but one of the members of the Planning Board shall be given to the issuance of a special permit in the manner provided by G.L. c. 40A, s. 16. Such consent by all but one of the members of the Planning Board shall be effective for 12 months from its date, and may be extended for additional 12 month periods by similar vote of the Planning Board.

3. Permits for Use and Construction.

(a) No permit for the construction of alteration of any structure or for any new use of a structure on the land in the development site shall be granted by the Building Commissioner until the Planning Board shall have reviewed a copy of each application for a building permit and/or a use permit submitted to it by the Applicant and notified the Building Commissioner in writing that:

(1) Less than one year has expired since the grant of the Special Permit or that a building or use permit has previously been granted for said site;

(2) The Applicant has obtained binding commitments for the financing required to complete the stage of development proposed or in progress or that it has irrevocably committed personal funds sufficient for this purpose; and

(3) The construction and/or use proposed is in substantial compliance with the definitive plan of the subdivision, where applicable, the development plan and the Zoning By-Laws of the Town.

In the event that twenty days shall have elapsed after the Planning Board has received a copy of such application without submitting the aforesaid notification, the permit may issue as if the Planning Board had so notified the Building Commissioner.

(b) In the event that the Planning Board shall determine that the Applicant has not satisfied the conditions and safeguards set forth in paragraph 3 (a) above or that any schedule, construction or use applied for will vary any of the following by ten percent or more from the development plan approved, it shall recommend that the Building Commissioner withhold a permit therefor pursuant to the provisions of G.L. c. 40A, s. 7 as the same may be, from time to time, amended:

(1) The amount and location of ground coverage, including buffers;

(2) Adherence to the development schedule;

(3) The density and types of dwelling units;

(4) The size and number of parking spaces required;

(5) The location of utility facilities;

(6) The location of paths, ways and traffic.

(c) In such event, the Applicant may either appeal such decisions of the Building Commissioner pursuant to the provisions of G.L. c. 40A, ss. 8 and 15 or apply for modification of the special permit as herein below provided.

4. Modification or Amendment of Approved Plan.

(a) In addition to the powers conferred upon it by G.L. c. 41, s. 81W, the Planning Board shall have the power on its own motion or on the petition of any person interested to modify or amend its approval of the development plan annexed to its special permit, provided that no such proposed modifications or amendments may be granted until the Planning Board shall have satisfied the requirements of paragraph E. 2. above.

(b) No modification of the provisions of said development plan, or part thereof, contained in the special permit, shall, in any event, be made, nor shall it be impaired by the Town, except with the written consent of the Applicant.

5. Abandonment. In the event that the Applicant shall abandon the work described in the development plan approved, or any portion or stage thereof for a period of one hundred twenty days, or if it shall fail to commence said work within the time prescribed in paragraph E. 2 (c) (2) (i) above, the Planning Board may, after a hearing duly called and conducted in accordance with G.L. c. 40A, ss. 11 and 15 cause notice of abandonment to be recorded in the Middlesex South District Registry of Deeds. No such notice shall be recorded, however, in the event that the holder of any security interest in the MRD site, who has exercised his right to take possession of the mortgaged property and to proceed to completion of the work which it has contracted to finance, shall have delivered an instrument to the Planning Board accepting all the conditions and safeguards set forth in the special permit, as the same may have been, from time to time, modified; and such holder or holders shall, thereupon be deemed the Applicant hereunder. Notwithstanding anything herein to the contrary, a special permit granted hereunder shall lapse if construction thereunder is

not begun within two (2) years from the date of such grant, except for good cause. Upon the recording of a notice of abandonment, no further development shall take place in the MRD site unless the Applicant shall have complied with the zoning and subdivision control regulations which would otherwise be applicable thereto.

IX.D.F. STANDARDS. In order to be eligible for consideration for a special permit and site plan approval pursuant to Section IX.D.E, the proposed development shall meet all of the following standards:

1. Qualifying Area. In order to serve as a MRD site, an area of land within the SFHOD shall contain at least 20 contiguous acres.

2. Open Space Requirement. At least 40% of the MRD site shall be open space, which shall be left in its natural vegetated state.

3. Buffer. A buffer area of fifty (50) feet shall be provided at the perimeter of the property where it abuts residentially zoned or occupied properties; provided, however, that no buffer shall be required

   a. where the land abutting the site is the subject of a permanent restriction for conservation or recreation; or

   b. where the land abutting the site is held by the Town for conservation or recreation purposes.

No vegetation in this buffer area will be disturbed, destroyed or removed. Structures or buildings may be located within the buffer area upon the issuance of a special permit from the Planning Board.

4. Removal and Replacement of Vegetation. No clear-cutting shall be permitted, except incidental to construction of buildings, roads, trails and parking areas. Where vegetation will be disturbed, destroyed or removed during construction, the applicant shall indicate on the plan submitted pursuant to Section IX.D.E.1 that such vegetation will be replaced with appropriate alternative vegetation in locations consistent with the completion of the project.

5. Roadways. The principal roadway(s) serving the site shall be designed to conform with the standards of the Town. Private ways shall be maintained by an association of unit owners or by the applicant.

6. Height. No single family dwelling shall be more than three stories in height or exceed thirty-five (35) feet in height from finished grade at any point. ALRs and ILRs may exceed thirty-five (35) feet in height, but not more than fifty-five (55) feet in height, upon the issuance of a special permit by the Planning Board.

7. Parking. The applicant shall provide adequate parking to serve all anticipated uses on the property, with information detailing the method of computation of parking spaces. All parking areas shall be screened from view from adjacent residentially zoned or occupied premises located outside the site, and from public ways, by a landscaped border at least ten (10) feet in width.

8. Surface Drainage. The surface drainage system shall be designed in accordance with the Regulations and the rules and regulations of the Board of Health and of the Conservation Commission pertaining to ground water protection. Drainage of adjacent parcels shall not be adversely affected by the proposed development.

9. Wastewater. All wastewater treatment and/or sewage disposal facilities shall conform to the provisions of the State Sanitary Code, 310 CMR 15.00, any other State regulations as may be applicable, and with the rules of the Board of Health.

10. Utilities. All electric, gas, telephone, and water distribution lines shall be placed underground, except upon a demonstration of exceptional circumstances.

11. Paths. Paths for the use of residents shall be attractively designed with proper regard for convenience, separation of vehicular, bicycle and pedestrian traffic, adequate connectivity, completeness of access to the various amenities and facilities on the MRD site and to pathways on adjacent sites.

12. Single Family Dwellings. The development of one or more single family dwellings on a lot or lots shall be permitted only in a proposal to construct an MRD. Such single family dwellings may be situated on any common or individual lot consistent with the overall design objectives of the SFHOD; provided, however, that such dwellings shall comply with the provisions of the State Sanitary Code, 310 CMR 15.00, any other State regulations as may be applicable, and with the rules of the Board of Health.

13. Independent and Assisted Living Residences. The development of Independent or Assisted Living Residences shall be permitted only in combination with each other. Such combination may be situated on any common or individual lot consistent with the overall design objectives of the SFHOD; provided, however, that such combination shall comply with the provisions of the State Sanitary Code, 310 CMR 15.00, such other State regulations as may be applicable, and with the rules of the Board of Health.

14. Mixed Residential Development. Where the applicant proposes an MRD, single family dwellings shall constitute not less than 14% of the total dwelling units in the MRD.

15. Affordable Units. The applicant is encouraged to provide dwelling units at prices affordable to persons or families of low or moderate income. Such affordable dwelling units shall be integrated into the overall development so as to prevent the physical segregation of such units.

16. Development Schedule. The development schedule submitted by the applicant shall allow for orderly construction of the project.

IX.D.G. FEES. The Planning Board may engage, at the expense of the applicant, professional, technical and/or legal consultants to review an application for a special permit within the SFHOD.

Item 3. At the end of the first sentence of Section IV.B, add the following:

; provided, however, that the Planning Board shall serve as the special permit granting authority for changes, extensions and/or alterations to nonconforming structures and uses in the SFHOD pursuant to Section IX.D.

FINANCE COMMITTEE COMMENTS: The purpose of this Article is to create a Senior and Family Housing Overlay District to facilitate the development of the Paine Estate. The SFHOD represents zoning changes that are necessary to implement the development plan as outlined in the Request for Development Proposal (RFP) dated April 22, 1996.

ARGUMENTS IN FAVOR: The zoning changes are necessary to complete the development of the Paine Estate Development.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

STM ARTICLE 6: TRANSFER OPERATION OF WAYLAND/SUDBURY SEPTAGE TREATMENT FACILITY FROM BOARD OF ROAD COMMISSIONERS TO BOARD OF HEALTH

Proposed by: Petitioners

To determine whether the Town will vote:

(a) to instruct the Board of Road Commissioners, with the approval of Town Counsel as to form, to transfer the care, custody, management, operational control, land, infrastructure, control of the access road, and Fiscal Year 1998 Budget Appropriation of the Wayland/Sudbury Septage Treatment Facility from the Board of Road Commissioners to the Wayland Board of Health, the effective date of the transfer to be 1 July 1997; said land comprising the parcel of land on Boston Post Road described in an order of taking dated January 13, 1971, and recorded with the Middlesex South Registry of Deeds in Book 11943, Page 420; and

said access road being the access road to the Wayland/Sudbury Septage Treatment Facility as it now lies on the parcel of land on Boston Post Road described as Lot A in an order of taking dated May 15, 1987 and recorded with the Middlesex South Registry of Deeds in Book 13443, page 177, and on the parcel of land on Boston Post Road described in an order of taking dated November 15, 1965 and recorded with the Middlesex South Registry of Deeds in Book 11003, Page 389; and

said infrastructure comprising all of the assets pertaining to and necessary to the Wayland/Sudbury Septage Treatment Facility, which assets include employees, structures, equipment, vehicles, material, supplies, and all available revenues on hand from whatever source used for the purpose of operating the Wayland/Sudbury Septage Treatment Facility; and

(b) to amend "The Septage Disposal Agreement Between the Towns of Wayland and Sudbury" by changing the words Road Commissioners (Wayland) to "Board of Health (Wayland)" and by reducing the Operational Review Committee (ORC) from ten (10) to eight (8) members by deleting the Town of Sudbury Highway Commission appointee and the Town of Wayland Road Commission appointee.

PETITIONERS' COMMENTS: The Wayland 1996 Annual Town Meeting approved the transfer of the jurisdiction and management of the Landfill and Recycling Facility to the Wayland Board of Health. The

next step is to transfer the jurisdiction and management of the Septage Facility to the Board of Health, given the staff's experience, qualifications and track record. Logistically and financially, the transfer is in Wayland's and Sudbury's best interests. The Sudbury Board of Health already handles the billing for the Septage Facility, and the secretary to that Board records the minutes of the Operational Review Committee (ORC) meetings. Both Health Boards are involved in sewage problems on almost a daily basis. The rationale for reducing the size of the ORC is to make it a more manageable size. During the past year, the Wayland Board of Health has successfully carried out the administrative and financial management of the Wayland Landfill. Wayland and Sudbury can now look forward to similar improvement at the Septage Facility.

FINANCE COMMITTEE COMMENTS: This article would reassign management responsibility, land, other assets, and employees of the Septage Facility from the Board of Road Commissioners and the Town Highway Department t the Board of Health and eliminate the Operational Review Committee appointees of both the Sudbury Highway Commission and the Wayland Board of Road Commissioners. At the time this warrant goes to press, there is an identical article in the Town of Sudbury ATM warrant which will have been acted upon by the time of the Town Wayland Special Town Meeting. If the Sudbury article is not passed, Wayland's passage of this article would no be operative. This article is more specific and complete than an article in the ATM (Article 27) which is expecte to be passed over by Petitioners.

ARGUMENTS IN FAVOR: The Board of Health has more of the technical knowledge and expertise that is relevant t the operation of a septage treatment facility than does the Board of Road Commissioners and would therefore operate a more cost effective facility with higher quality. At a meeting in February 1997, the Board of Health voted in favor of accepting the responsibility of managing the Septage Treatment Facility should Town Meeting vote in favor of this article.

ARGUMENTS OPPOSED: The Septage Facility is run cost effectively today since they more than recover their costs through fees paid by users.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: (a) Majority, if no change in use or purpose of land; Two-thirds, if use or purpose of land is changed - see Chapter 40, Section 15A of the Massachusetts General Laws.

(b) Majority - see Massachusetts General Laws Chapter 40, Section 4A.

STM ARTICLE 7: AMEND ZONING BY-LAWS TO ESTABLISH THE COCHITUATE INTERIM PLANNING OVERLAY DISTRICT

Proposed by: Planning Board

To determine whether the Town will vote to amend its By-Laws by making the following changes regarding the Cochituate Interim Planning Overlay District:
Item 1. Add a new Section IIIA.6 as follows:

6. A Cochituate Interim Planning Overlay District, which includes all of the land located to the south of a line defined as follows: the southerly boundary of the Commonwealth of Massachusetts Pressure Aqueduct, as shown in the "Atlas of the Town of Wayland, Massachusetts, 1994," on Plates 48 and 49, from its easternmost end traversing said boundary westerly to its intersection with the Aquifer Protection District boundary, thence the Aquifer Protection District boundary, as shown on the map referenced in Section IIIA.5, southerly and

westerly to where it intersects with the centerline of the right of way of Old Connecticut Path, thence southwesterly along said line to the Wayland town line. Said Plates 48 and 49 of the "Atlas of the Town of Wayland, Massachusetts, 1994," are hereby made a part of the Zoning Map of the Town of Wayland, and are available at the office of the Town Clerk for public inspection.

Item 2. Add a new Section XG, as follows:

SECTION XG COCHITUATE INTERIM PLANNING OVERLAY DISTRICT

XG.1. PURPOSE. The purpose of the Cochituate Interim Planning Overlay District (CIPOD) is to provide a temporary zoning and regulatory system for the development of land within the district while the Town engages in comprehensive planning studies. Cochituate has been the subject of significant commercial and residential growth. Such growth may have an adverse impact on the natural environment, the Town's infrastructure and service capacity, traffic, the local economy, neighborhood character, and open space. The CIPOD provides a mechanism to allow for growth that promotes sound land use planning goals and objectives during the course of the Town's comprehensive planning studies.

XG.2. APPLICABILITY. The CIPOD shall be construed as an overlay district. All requirements of the underlying zoning districts shall remain in full force and effect, except where the requirements of the CIPOD are more restrictive; in such cases, the requirements of the CIPOD shall supersede the underlying zoning regulations.

XG.3. USE RESTRICTIONS. The following uses shall require a special permit from the Planning Board pursuant to Section V(r) and shall require site plan approval, as set forth in Section XA:

a. the development of five (5) or more dwelling units, whether attached or detached, in a single calendar year on a property, or set of contiguous properties, in common ownership or control on the effective date of this Section XG;

b. the development of more than 2,000 gross square feet of nonresidential space, regardless of the use;

c. alteration, expansion, or change to any existing nonresidential building, structure or use that will result in the development of more than 2,000 gross square feet of new space, regardless of the use;

d. any nonresidential development requiring the provision of five (5) or more new parking spaces.

XG.4. EXEMPTIONS. The following uses are specifically exempt from this Section XG:

a. uses exempted by G.L. c. 40A, s. 3;

b. the construction of a single-family dwelling, or the enlargement, restoration, or reconstruction of a single-family dwelling in existence as of the effective date of this Section XG;

c. dwelling units for low and/or moderate income families or individuals as set forth in G.L. c. 40B;

d. development projects which voluntarily agree to a minimum 50% permanent reduction in density below the density permitted under zoning and feasible given the environmental conditions of the tract.

XG.5. SPECIAL PERMIT CRITERIA. In addition to the standards and criteria set forth in Section V(r), the Planning Board shall consider, in assessing an application for a special permit in the CIPOD, the impact of the proposed development upon the following:

a. pedestrian and vehicular traffic;

b. the natural environment, including noise, smoke, glare, vibration, water or air pollution, sedimentation, and any other noxious or objectionable effects;

c. economic impact within and outside the CIPOD;

d. municipal services, including water, sewer, drainage, schools, parks, and transportation;

e. neighborhood character, including building design, architecture, and visual aesthetics.

XG.6. DECISION. The Planning Board may grant a special permit upon a determination, after consideration of all of the factors set forth in Section V(r) and XG.5, that the proposed development will not adversely impact the CIPOD during the term of this Section XG, as set forth below.

XG.7. TIME LIMITATION. The provisions of this Section XG shall expire on January 1, 2000; provided, however, that by vote of the Town Meeting before said date, the provisions of this Section XG may be extended for an additional three (3) years in order to continue municipal comprehensive planning studies necessary to promote orderly growth in the CIPOD. In the event such action is taken by Town Meeting prior to January 1, 2000, these provisions shall not be construed to have lapsed on such date.

XG.8. SEPARABILITY. The provisions of this Section XG are hereby declared separable and if any provision shall be held invalid or unconstitutional, it shall not be construed to affect the validity or constitutionality of any of the remaining provisions of this Section XG.

FINANCE COMMITTEE COMMENTS: According to the proposed new zoning Section SG, the purpose of the Cochituate Interim Planning Overlay District (CIPOD) is to provide a temporary zoning and regulatory system for the development of land within the district while the Town engages in comprehensive planning studies.

ARGUMENTS IN FAVOR: Cochituate has been the subject of significant commercial and residential growth. Such growth may have an adverse impact on the natural environment, the Town's infrastructure and service capacity, traffic, the local economy, neighborhood character and open space This CIPOD would provide a mechanism to allow for more restrictive growth while the planning study is taking place.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 3 yes, 1 no, 3 abstentions.

QUANTUM OF VOTE: Two-thirds - see Massachusetts General Laws Chapter 40A, Section 5.

STM ARTICLE 8: FUND SEPTIC SYSTEM MANAGEMENT PROGRAM

Proposed by: Board of Health

To determine whether the Town will vote to appropriate a sum of money for the purpose of financing the repair, replacement and/or upgrade of septic systems, pursuant to agreements with Board of Health and residential property owners, including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the Massachusetts General Laws; to determine whether said appropriation shall be provided by taxation, by transfer of unappropriated funds in the General Fund, transfer of funds already appropriated for another purpose, by borrowing from the Massachusetts Water Pollution Abatement Trust, by grants received from the Federal government or the Commonwealth or otherwise.

FINANCE COMMITTEE COMMENTS: The 1996 Annual Town Meeting approved acceptance of the Betterment Bill to provide a mechanism to remove or replace failing septic systems, remove residential underground storage tanks, or remove dangerous levels of lead paint. The Board of Health oversees the repair process, from initial inspection through bidding, funding, implementation, and on to final inspection. Eligibility is limited to residents both with low incomes and significant health hazards. Passage of this Article would allow the Town access to a Commonwealth revolving fund of $200,000 at 0% interest. The Town can use these funds to pay for betterments, which are then repaid by the property owner (interest rate capped at 5%) as additions to future real estate taxes.

ARGUMENTS IN FAVOR: Acceptance of this Article allows the Town to proceed with the betterment process by borrowing at no cost to the Town.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds - see Chapter 44, Section 7.

STM ARTICLE 9: PETITION LEGISLATURE FOR SPECIAL ACT TO LEASE TOWN HOUSE POOL FOR SCHOOL AND DAY CARE PURPOSES

Proposed by: School Committee

To determine whether the Town will vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth for special legislation for the following purposes: (a) to authorize the Town to lease as lessee for school purposes, including after-school programs and day-care facilities, part or all of the building or addition to be constructed by Wayland Junior Town House, Inc.; (b) to provide that the lease may be for a term of up to 30 years, and that the leasing transaction shall be exempt from the provisions of Chapter 30B of the Massachusetts General Laws; and (c) to provide for establishment of an enterprise fund to account for the Town's income from and expenditure for programs at the leased facilities and lease payments, such fund to be maintained in accordance with Chapter 44, Section 53F½ of the Massachusetts General Laws.

FINANCE COMMITTEE COMMENTS: This Article seeks to authorize a home rule petition for special legislation in connection with the proposed Children's Way Facility. The Children's Way is an independent preschool program affiliated with the School Department. Currently, the program is located at the three elementary schools and the high school. Due to increased school enrollment, the schools desperately need the classroom space to build six classrooms at the Wayland Town Pool. This capital project would be financed through a mortgage on the Wayland Town Pool and a lease agreement between the Town and the Wayland Town Pool. All costs of the capital project would be passed on to the participants of the Children's Way, a fee-based program.

This Article would permit the Town to do the following::

1) Enter into a thirty-year lease agreement with the Wayland Town Pool

2) Negate the Town's responsibility to bid out the proposed facility

3) Establish a separate enterprise fund for the Children's Way

ARGUMENTS IN FAVOR: The proposed Children's Way Facility at the Wayland Town Pool benefits the community of Wayland. It provides much needed space for the Children's Way preschool program. This classroom space may be used for community programs after school. The Wayland Town Pool becomes more of a community center. Classroom space is returned to the schools. This classroom space is needed due to increased student enrollment. The capital project is not financed through an increase in the tax base, but rather, through increased costs to the preschool participants.

ARGUMENTS OPPOSED: If the Children's Way defaults on the lease payments to the Wayland Town Pool, then the Town has the ultimate responsibility to pay the lease payments. Lease payments over thirty years are approximately $80,000 per year.

RECOMMENDATION: The Finance Committee recommends approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority - see Massachusetts Constitution Amendment Article 2, Section 8 (1).

STM ARTICLE 10: STANDARDS TO GOVERN THE REPORT OF THE FINANCE COMMITTEE

Proposed by: Petitioners

To determine whether the Town will vote to establish a Study Group, the members of which Study Group are to be appointed by the Moderator, said Study Group being authorized to prepare a set of Standards which are to govern the Report of the Finance Committee that is published each year in the Annual Town Meeting Warrant, said Standards to include

(1) a statement of the elements or items of information that must be presented in the Report of the Finance Committee, and

(2) a statement of the format that must be used to present individual elements or items of information in the Report of the Finance Committee.

PETITIONERS' COMMENTS: The report of the Finance Committee is a very important section of the Annual Town Meeting Warrant. It appears at the beginning of the Warrant, before any of the Articles. It is supposed to give information to citizens about the financial health of the Town. Based on this information, citizens can then decide what amounts of spending they are willing to vote for at the Town Meeting.

This Article proposes the creation of a set of rules or standards to govern the content and the format of the Report of the Finance Committee. These rules or standards will be similar to the Securities and Exchange Commission (SEC) rules about the content and format of corporate Annual Reports. The SEC rules are intended to protect shareholders and to ensure that shareholders' money will not be wasted.

FINANCE COMMITTEE COMMENTS: Included in the Warrant for the Annual Town Meeting is the Finance Committee Report which includes commentary as well as various graphs. In the 1996 Warrant, a graph which tracks the Town budget with the consumer price index contained several errors which served to understate the growth of the budget. This Articles seeks to establish a study committee to determine the content and format of the Finance Committee report as a way of preventing such situations in the future.

ARGUMENTS IN FAVOR: The information provided by the Finance Committee Report is important to the Town residents, and should be given more independent review.

ARGUMENTS OPPOSED: It is important that the Finance Committee be given the freedom to meet its responsibilities. The Finance Committee Report is a tool that the Committee uses to communicate the important financial issues of the year. Graphs that might be important one year may be less important or not relevant the next. The content of this report should not be determined by another committee that is not involved in the day to day financial issues.

The Finance Committee currently has a process for discussions with residents regarding any issues they may have with the committee. Whoever has suggestions or comments is welcome to meet with the committee at our mutual convenience.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: Unanimous.

QUANTUM OF VOTE: Majority.

APPENDIX A

SEPTAGE DISPOSAL AGREEMENT
BETWEEN THE TOWNS OF WAYLAND, MASSACHUSETTS AND SUDBURY, MASSACHUSETTS

THIS AGREEMENT made this _____ day of _____, pursuant to the provisions of M.G.L. chapter 40, sections 4 and 4A, and every other power which they may have, by and between the TOWN OF SUDBURY, a municipal corporation in Middlesex County, Massachusetts (hereinafter referred to as SUDBURY), acting by its Board of Selectmen, and the TOWN OF WAYLAND, a municipal corporation in Middlesex County, Massachusetts (hereinafter referred to as WAYLAND), acting by its Board of Selectmen,

WITNESSES that:

WHEREAS the parties have determined that they need facilities for the treatment and disposal of sewage and offal, including septic-tank pumpings, the last of which is hereinafter called septage; and

WHEREAS the parties have jointly used the existing facility since its original construction and desire to continue such joint use and benefit; and

WHEREAS this Agreement has been duly authorized by votes of Town Meetings in SUDBURY and WAYLAND, respectively, copies of which, designated Exhibits A and B, respectively, are annexed hereto and incorporated herein by reference;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

SECTION I The Facility

SUDBURY and WAYLAND shall continue to jointly finance, construct, equip, maintain, repair and operate for the benefit of the citizens of said Towns a facility for the treatment and disposal of septage located north of Route 20 near the Wayland-Sudbury Town Line.

SECTION II The Site

SUDBURY and WAYLAND shall have the right and easement to use the Septage Treatment Facility and parcels of land on which the Facility is located in said Towns North of State Route 20 for the construction and operation of said facility in accord with the terms of the Agreement.

SECTION III SEPTAGE COMMITTEE

A. In order that SUDBURY and WAYLAND each have an equal voice in the fundamental aspects of the aforesaid facility, there shall be established a SEPTAGE COMMITTEE, hereinafter referred to as the COMMITTEE, consisting of eight (8) members to be designated as follows:

One person appointed by the Board of Health of each Town.
One person appointed by the Conservation Commission of each Town.

One person appointed by the Planning Board of each Town.
One person appointed by the Selectmen of each Town.

The term of office shall be determined by the appointing Board or Commission. In the event that any of the above appointing boards ceases to exist in either town, its functional successor board or elected official shall have the appointing authority.

B. The authority granted hereunder to the COMMITTEE or its functional successor shall at all times be exercised so that the facility shall operate in a manner that is fair and equitable to the citizens of both Towns.

SECTION IV Authority and Duties of the COMMITTEE

A. The COMMITTEE shall be responsible for all aspects of the operation and maintenance of the Facility and obtaining and approving all designs and changes to equipment and structures at the facility.

B. No substantial changes may be made in the location, design, layout, engineering, or equipment of the facility, without the approval of the COMMITTEE.

C. In the first quarter of each fiscal year and at such other times as may be appropriate, the COMMITTEE shall review the operation of the facility and establish the maximum volume of septage to be accepted and processed yearly at the facility; the volume of septage that may be accepted from persons who do not reside in SUDBURY and WAYLAND; the types of waste that may be accepted; and the schedule of fees to be charged for the use of said facility.

D. The COMMITTEE shall adopt and approve any rule or regulation governing public use of the facility.

E. The COMMITTEE shall appoint a DIRECTOR to oversee the day to day operation, maintenance and management of the Facility. Such appointment shall be reviewed no less than once per year. The COMMITTEE may hire operational staff including independent contractors to operate and maintain the Facility under the direction of the DIRECTOR.

F. The COMMITTEE shall review and have final approval authority over the annual budget prepared by the DIRECTOR pursuant to Section VI.

G. The COMMITTEE may arrange for the Septage Enterprise Accounts to be audited by an accountant selected by the COMMITTEE.

SECTION V Authority and Duties of the DIRECTOR

A. The DIRECTOR shall operate, maintain, repair, and manage the facility and shall have the care, custody, management, and control thereof and of the land more fully described above.

B. The DIRECTOR shall also be responsible for maintaining complete and accurate books and records pertaining to the operation of said facility and make them available for inspection at any reasonable time to

the Town Accountant of SUDBURY and/or WAYLAND, any member of the COMMITTEE and/or any person who shall have been duly designated by them or any of them.

C. The DIRECTOR shall report to the COMMITTEE at its regularly scheduled meetings on all aspects of the operations, maintenance, construction or management as may be requested by the COMMITTEE.

D. No person or vehicle shall deposit septage at the facility unless a qualified Wastewater Treatment Plant Operator is present.

SECTION VI Apportionment and Payments of Costs

A. Classification of Costs

In order to apportion the costs incurred for the construction and operation of the facility between SUDBURY and WAYLAND , all such costs shall be divided into the following categories:

1. Capital Costs

Capital costs shall mean all costs, financed by bonds, notes, or other indebtedness, for constructing or adding to said facility or the equipment and furnishings thereof, and for remodeling or making extraordinary repairs thereto. Capital costs shall also include payment of all principal and all interest on bonds, notes, or other obligations issued to finance such costs. Any such Capital costs may be incurred only after a vote of Town Meeting in the Town authorizing the borrowing.

2. Operating Costs

Operating costs shall mean all costs other than capital costs, as defined in Section VI A. 1. above, including any costs incurred for maintenance or repairs.

B. Financing

In order to pay the future original capital costs required for said facility, as the same are defined above, the Host Town (as defined herein) shall issue such notes or other obligations as it may deem best for the period of construction and replace the same with a permanent financing arrangement. .

C. The Budget Process

1. On or before November 15 of each year, the DIRECTOR shall submit to the COMMITTEE a copy of the capital and operating budget proposed for the facility to cover their estimate of the costs anticipated during the next fiscal year. This budget shall also present an estimate of the volume of septage to be processed during the next fiscal year. This volume shall be the budgeted operating level and shall not exceed the maximum volume set by the COMMITTEE in accordance with Section IV C. The budget operating level shall show the respective volumes expected from SUDBURY and WAYLAND and that expected from outside sources. The Budget shall also present the expected revenue sources.

2. The COMMITTEE shall review and shall, on or before December 15 of each year, approve or revise and approve the budget submitted by the DIRECTOR. Such approval shall require the vote of two-thirds of those members of the COMMITTEE present and voting, and shall also require an affirmative vote from at least one member from each Town. The DIRECTOR shall, upon approval of the budget by the

COMMITTEE, transmit a copy of said budget to the Board of Selectmen and Finance Committee of the Host Town for inclusion in the Warrant for the Host Town's Annual Town Meeting.

3. The Budget adopted by the COMMITTEE shall be included in the Warrant for the Host Town's Town Meeting without any changes.

4. The Septage Committee shall request a financial proposal from the Treasurer of both Wayland and Sudbury to provide the municipal financial and treasury services as outlined in this Agreement. Every three years the Septage Committee shall reevaluate the financial operations and make any changes as it determines are warranted. This may include asking both Towns to re-bid their financial proposal. The Town designated by the Septage Committee to provide the services for each three-year period shall be designated as the "Host Town" in this Agreement. Until such time that the Septage Committee makes a change in the Financial Operations, the current arrangements shall remain in effect.

5. The operating and capital costs of the facility shall be paid from Enterprise Funds to be carried on the books of the Host Town and are to be maintained in separate, interest bearing bank accounts, hereinafter the Septage Operating Enterprise Account and the Septage Capital Enterprise Account, for such purpose by the Host Town.

D. Billing & Collection

1. The Host Town shall be responsible for the billing and collecting of any fees for use of the facility and all fees collected by the Host Town shall be deposited into separate, interest-bearing Enterprise Account maintained by the Treasurer of the Host Town in accordance with Section VI.C.5. The Treasurer of the Host Town shall transmit to both towns such other amounts for Capital Costs, including debt payment, as are required by each town to make such payments on any outstanding bonds issued by that town and associated with the Facility.

E. Fees

1. The Host Town shall transmit to either town, upon the request therefor, the names of property owners who are delinquent more than ninety (90) days in the payment of fees billed to them .

2. For all accounts in WAYLAND and SUDBURY that are delinquent in excess of ninety (90) days, the Treasurers of WAYLAND and SUDBURY shall transmit to the Treasurer of the Host Town payment for such overdue accounts. The Treasurer of the Host Town shall deposit such payment into the Septage Enterprise Operating Account in the Host Town. Each Town shall be responsible for collecting such overdue payments from the property owners in the town through the tax lien.

3. The Treasurer of the Host Town shall transmit each month to the COMMITTEE and to each Town a detailed expense and general ledger statement indicating all activity of the Enterprise Account during the previous month.

F. Unilateral Termination

In the event that either Town shall terminate this Agreement without the consent of the other, it shall, nevertheless, continue to pay fifty percent (50%) of all the outstanding debt at the time of the termination, until such debt is fully retired.

SECTION VII Use of Facility

A. Except as may otherwise be provided herein, the facility shall be operated and maintained for the benefit of the citizens of SUDBURY and WAYLAND.

B. Septage may be accepted at the facility for an appropriate fee from persons who do not reside in SUDBURY or WAYLAND, to the extent permitted by the COMMITTEE.

C. In the event that demand shall exceed the maximum volume permitted at the facility during the periods that the facility is operated for both Towns, each Town shall be entitled to use for septage originating within that Town one-half of such volume as well as any portion not used by the other Town.

SECTION VIII Protection Against Liability

A. For the duration of this Agreement, the Town of WAYLAND shall purchase and maintain policies or riders on existing policies of insurance providing for:

1. The payment of compensation and the furnishing of other benefits to all persons employed pursuant to this Agreement in accord with the provisions of M.G.L. chapter 152, and

2. Public liability and property damage insurance covering liability for the Towns, their employees, agents, or contractors for injury to persons, including death, resulting from the actions or failures to act of the DIRECTOR or the COMMITTEE, their successors, their employees, agents, or contractors in the construction and operation of said facility which provides indemnity protection to the amount or limit of at least $1,000,000 on account of injury or death of any one person, and subject to such limits as respects injury or death of one person, of at least $3,000,000 on account of any one accident resulting in injury or death of more than one person, as well as coverage for property damage to the amount or limit of at least $20,000 on account of any one accident resulting in such property damage.

3. The cost of such insurance shall be included in the operating budget each year and the Treasurer of the Host Town shall make payment of same to the Treasurer of WAYLAND upon receiving notice from WAYLAND that payment is due.

B. The parties further agree that all damages, costs, charges, judgments, expenses, as well as the cost of investigating and defending claims against either or both Towns, including attorneys' fees and expenses, that SUDBURY or WAYLAND may incur by reason of any alleged act, neglect, omission, or default on its part or that of its employees, agents, or contractors in any way arising out of the construction and/or operation of the aforesaid facility shall be shared equally by said Towns, regardless of fault, to the extent that such expense shall not be covered by insurance.

SECTION IX Casualty and Eminent Domain

In the event that any property within or upon the site shall be damaged or taken by eminent domain, the COMMITTEE shall determine and direct what use shall be made of all proceeds that may be recovered on account of such damage or taking; but if it shall be unable or unwilling to make such determination within forty-five days after such funds have been received, the net proceeds shall be divided and distributed to the Towns in equal shares.

SECTION X Taxation

All property used in connection with the operation of the aforesaid facility shall be exempt from taxation by either Town, and neither Town may demand any fees or charges on account of said facility which are not paid at the same rate by other facilities situated in said Town.

SECTION XI Fiscal Year

The fiscal year for the operation of said facility shall commence on July 1st of each year.

SECTION XII Annual Reports

The COMMITTEE shall submit a written report each year to the Selectmen of each Town, for inclusion in the Annual Reports of SUDBURY and WAYLAND, containing detailed financial statements concerning the operation of the facility as well as a statement showing the methods that were used to compute the annual charges apportioned to each Town.

SECTION XIII Effective Date

This Agreement shall become effective upon the execution of this instrument as duly authorized by each party hereto in accord with the provisions of M.G.L. chapter 40, section 4A.

SECTION XIV Term

Unless sooner terminated, as provided in M.G.L. chapter 40, section 4A, this Agreement shall expire at the end of twenty (20) years from the effective date hereof.

SECTION XV Termination

A. During the term of this Agreement

As provided by the provisions of Chapter 40 Section 4A of the Massachusetts General Laws, either town may terminate this Agreement at the end of any fiscal year provided that notice of such termination is given to the other town at least one year prior to the date of termination. If the Agreement is Terminated by either Town:

1. The Terminating Town shall pay the other Town all monies that may have been due at the time of such event on account of the current operating costs of said facility within thirty (30) days after such amount shall have been determined by the COMMITTEE and certified to its Town Treasurer. Such amount may subsequently be adjusted and become payable as provided in Section VI.D.4. above. Any funds held in one or more enterprise fund of the Terminating Town for the Septage Facility shall be turned over to the non-terminating Town for its use in operating, maintaining and upgrading of the facility, subject to appropriation.

2. The other Town shall thereupon have the right, at its own expense, to operate the facility and to control for this purpose the land included in the site until the expiration of twenty (20) years from the

effective date of this Agreement without interference of any kind by the Terminating Town, including the imposition of taxes, usage fees (except as provided in Section X above), or otherwise.

3. Each Town shall continue to pay its share of any capital cost that may have been outstanding at the time of such event in accord with the provisions of Sections VI, and VIII above until such capital cost shall have been paid in full.

4. The authority of the COMMITTEE shall continue in all respects .

5. In the Case of Termination by one Town, membership on the COMMITTEE shall be limited to appointees of the continuing Town.

6. The maximum volume of the facility and the types of waste to be accepted at the facility shall not exceed those of the last actual safe and reasonable level of operation recorded by the COMMITTEE for a fiscal year prior to such termination; the Town that shall continue to operate the facility may accept septage from other communities for a fee up to such level of operation and retain such fees without reporting such fees to or sharing them with the Terminating Town.

B. Upon Expiration of this Agreement

In the event that the parties hereto shall not extend the term of this Agreement, the COMMITTEE shall, at the end of twenty years after the effective date of this Agreement, or at such earlier date as the parties shall determine by agreement, obtain an appraisal of the facility, excluding the land but including all structures, equipment, supplies, and materials associated therewith, and such facility shall thereupon be disposed of as follows:

1. In the event that WAYLAND shall vote to continue to operate said facility, it shall be permitted to do so upon payment to SUDBURY of one-half of said appraised value, either if SUDBURY shall permit such continued operation on the site, or if WAYLAND can operate the facility without using that portion of the site located in SUDBURY.

2. Otherwise the said facility shall be disposed of with the approval of the COMMITTEE as follows:

a. If the facility shall have a market value, the assets (excluding the land) shall be sold by WAYLAND and the net proceeds shall be divided equally between the Towns, together with all monies remaining due from one Town to the other arising out of the construction and operation of said facility;

b. If the facility shall be deemed to have no market value, or if the Town of WAYLAND shall determine that it constitutes a nuisance or liability, the Town of WAYLAND may demolish the same, and SUDBURY shall reimburse WAYLAND one-half the cost of such demolition, after any credit for salvage value, if it shall occur within five years of the expiration of this Agreement;

c. In any other manner, including a lease thereof, which may be authorized by vote of the two Towns.

C. Upon Termination of this Agreement

The obligations of one Town to the other under this Agreement shall cease upon its termination, except for any reimbursement or adjustments that may be due for any operating costs up to and including the date of termination and any outstanding indebtedness or obligations due from one Town to the other on account of the facility, including the payments provided by Section .

SECTION XVI Amendment

This Agreement may be amended from time to time provided that no such amendment shall become effective until approved by a Town Meeting in both member Towns.

SECTION XVII Filing

A copy of this Agreement and all amendments thereto shall be filed with the Town Clerk of each member Town as a public document.

SECTION XVIII Notice

Any notice, demand, or request required to be given hereunder shall be deemed sufficiently given or served on either of the parties hereto if mailed, postage prepaid, to WAYLAND at 195 Main Street, Wayland, Massachusetts 01778, and to SUDBURY at Town Hall, Sudbury, Massachusetts 01776, or to such other address as shall be designated by either party in writing for that purpose.

IN WITNESS WHEREOF, the parties have hereto set their hands and seals, SUDBURY by its Selectmen, and WAYLAND by its Selectmen, both thereunto duly authorized, who, however, incur no personal liability by reason of the execution hereof or anything herein contained, in duplicate, the date and year first above written.

TOWN OF SUDBURY

By: its SELECTMEN

TOWN OF WAYLAND

By: its SELECTMEN

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Chapter 198

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A LAND-BANK BILL FOR WAYLAND

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1 - PURPOSE The purpose of this act shall be to enable the Town of Wayland to acquire, hold, and manage land and interests in land, including structures thereon, in furtherance of said town's goals for open space, recreation, and housing as defined in section 2.

SECTION 2 - DEFINITIONS For the purpose of this act, the following words and phrases shall have the following meanings:

"Collector" - The Wayland Town Collector.

"Fund" - The Land Bank Fund, defined in section 3.

"housing" - Housing, whether rehabilitated from existing stock or newly constructed, which is set aside for low- or moderate-income persons, including, but not limited to, elderly persons, families, and town employees and is subject to rent and resale restrictions.

"net purchase price" - The purchase price for a non-exempt transfer less $100,000.

"open space" - Land or water areas predominantly in their natural, scenic, and open condition or in agricultural, farming or forest use.

"purchaser" - The transferee, grantee, buyer, or recipient of any real-property interest.

"purchase price" - All consideration paid or transferred by or on behalf of a purchaser directly or indirectly to a seller or his/her nominee, or for his/her benefit, for the transfer of any real-property interest, including, but not limited to, all cash or its equivalent so paid or transferred; all cash or other property given up by or on behalf of the purchaser to discharge or reduce any obligation of the seller; the principal amount of all notes or their equivalent, or other deferred payments, given or promised by or on behalf of the purchaser to the seller or his/her nominee; the outstanding balance of all obligations of the seller which are assumed by the purchaser or to which the real-property interest transferred remains subject after the transfer, determined at the time of the transfer; but excluding real-estate taxes and other municipal liens, other than the fee established pursuant to section 5 of this act, which are not overdue at the time of the transfer; and the fair-market value, at the time of transfer, of any other consideration or thing of value paid or transferred by or on behalf of the purchaser, including, but not limited to, any property, goods and services paid, transferred, or rendered in exchange for such real property interest.

"real-property interest" - Any present or future legal or equitable interest in or to real property, and any beneficial interest therein, including the interest of any beneficiary in a trust which holds any real or equitable interest in real property, but which shall not include any interest which is limited to any or all of the following: the dominant estate in any easement or right of way, the right to enforce any restriction, any estate at will or at sufferance, any estate having a term of less than thirty years, any reversionary right, condition or right of entry for condition broken, the interest of a mortgagee or other secured party in any mortgage or security agreement, and the interest of a stockholder in a corporation, or a partner in a partnership.

"recreation" - Passive recreational activities such as hiking, nature study, non-motor boating, and swimming, and active athletic activities such as baseball and soccer.

"seller" - The transferror, grantor, or immediate former owner of any real property interest.

"time of the transfer" of any real-property interest - The time at which such transfer is legally effective as between the parties thereto, but for a transfer evidenced by an instrument recorded with the

registry of deeds or registered with the assistant recorder of the appropriate registry, not later than the time of such recording or filing.

SECTION 3 - THE LAND-BANK FUND There is hereby established in the Town of Wayland a Land-Bank Fund of which the Town Treasurer shall be custodian.

The Town Treasurer shall invest and reinvest the assets of said Fund in investments which are legally authorized for municipal funds, and any income therefrom shall be credited to the Fund.

Monies to be paid into the Fund shall include (a) the fees as set forth in section 5, (b) income from investments as specified above, (c) gifts from any source if so directed by the donor, (d) government grants or reimbursements associated with land acquisitions financed from the Fund, and (e) proceeds from sales of properties acquired with monies from the Fund, subject to proportional division of said proceeds among all sources of monies used for such acquisition.

Monies shall be expended from the Fund only for the purposes set forth in sections 1 and 4.

The Fund shall be maintained as two separate accounts, one for housing and the other for open space and recreation. Thirty percent of the fees set forth in section 5 shall be allotted to the housing account and seventy percent to the open space and recreation account. Investment income shall be allotted to the account producing such income. Gifts shall be allotted as directed by the donor. Grants, reimbursements, and proceeds from sales shall be allotted to the accounts in proportion to the funds used from each account in completing the project to which the grant, reimbursement, or sale pertains.

SECTION 4. - APPROPRIATIONS FROM THE LAND-BANK FUND Town Meeting shall have exclusive authority, except as described in the following paragraph, to appropriate monies from the Fund to acquire land, including buildings thereon, or interests in land, consistent with the purposes listed in section 1.

As a means of preserving opportunities to acquire land until Town Meeting votes to make an appropriation, monies in the fund may be expended by the Board of Selectmen, after consultation with the Land Bank Advisory Committee, to purchase options to acquire land without Town-Meeting authorization, including buildings thereon, or interests in land, consistent with the purposes listed in section 1.

Monies in the Fund may be expended for payment of interest and principal due upon loans undertaken
for expenditures consistent with the purposes listed in section 1, provided such loans have had prior authorization by a two-thirds vote of Town Meeting.

SECTION 5 - LAND-BANK FEES There is hereby established a fee on the transfer or conveyance of real property interests in the Town of Wayland. Said fee shall be in the amount of one percent of the net purchase price. The fee imposed by this section shall become effective only upon notice of said fee by registered or certified mail to the Middlesex South Registry of Deeds and upon posting of said notice as required under section 8 of this Act. Said fee shall be paid by the purchaser and shall be an encumbrance on the title of the purchaser for the purposes of Massachusetts General Laws Chapter 184, Section 21, and a tax assessed upon the land for the purposes of Massachusetts General Laws Chapter 60, Section 37. Said fee shall be paid to the Collector.

SECTION 6 - EXEMPT TRANSFERS The following transfers of real property interests shall be exempt from the fee imposed by section 5 of this act:

(a) transfers to the government of the United States, the Commonwealth of Massachusetts, or any of their instrumentalities, agencies, or subdivisions;

(b) transfers which, without additional consideration, confirm, correct, modify, or supplement a transfer previously made;

(c) transfers made as gifts without consideration. In any proceedings to determine the amount of any fee due hereunder, it shall be presumed that any transfer for consideration less than fair market value of the real property interests transferred was made as a gift without consideration to the extent of the difference between the fair market value and the amount of the consideration claimed by the purchaser to have been paid or transferred, if the purchaser shall have been at the time of the transfer the spouse, lineal descendant, or lineal ancestor of the seller or the seller's spouse, by blood or adoption, and otherwise it shall be presumed that consideration was paid in an amount equal to the fair market value at the time of transfer;

(d) transfers to the trustees of a trust in exchange for a beneficial interest received by the seller in such trust and distributions by the trustees of such a trust to the beneficiaries of the trust;

(e) transfers by will or by operation of law without actual consideration, including, but not limited to, transfers occurring by virtue of the death or bankruptcy of the owner of a real property interest;

(f) transfers made in partition of land and improvements thereto under Massachusetts General Laws Chapter 241;

(g) transfers to the public, any charitable organization as defined in Massachusetts General Laws Chapter 59, Section 5, Clause Third, or any religious organization, provided that the real property interests so transferred will be held by the purchaser solely for its public, charitable, or religious purposes;

(h) transfers to a mortgagee in foreclosure of the mortgage held by such mortgagee, and transfers of the property subject to a mortgage in consideration of the forbearance of the mortgagee from foreclosing said mortgage;

(i) transfers made by a corporation or partnership at the time of its formation, pursuant to which transfer no gain or loss is recognized under the provisions of Section 351 of the Internal Revenue Code of 1954, as amended;

(j) transfers to a stockholder of a corporation, and transfers made to a partner of a partnership in dissolution of the partnership;

(k) transfers consisting of the division of marital assets under the provisions of Massachusetts General Laws Chapter 208, Section 34 or other provisions of the law; and

(l) transfers of property consisting in part of real property interests situated in Wayland and in part of other property interests, to the extent that the property transferred consists of property other than real property situated in Wayland, provided that the purchaser or seller shall furnish the Collector with such information as he shall require or request in support of the claim of exemption and manner of allocation of the consideration for such transfer.

SECTION 7. - COLLECTIONS Fees payable under this Act shall be collectible against the purchaser and the property in accordance with Massachusetts General Laws Chapters 59 and 60. The Collector shall have available all property-tax-collection remedies for the collection of said fees.

The fee shall be paid to the Collector and shall be accompanied by a copy of the deed or other instrument evidencing such transfer, if any, and an affidavit signed under oath or under the pains and penalties of perjury by the purchaser or his/her legal representative, attesting to the true and complete purchase price and the basis, if any, upon which the transfer is claimed to be exempt in whole or in part from the fees imposed hereby. The Collector shall promptly thereafter execute and issue a certificate indicating that the appropriate fee has been paid or that the transfer is exempt from the fee, stating the basis for the exemption. The Register of Deeds for Middlesex County, and the Assistant Recorder for the Land Court Registry District of Middlesex County, shall not record or register, or receive or accept for recording or registration, any deed or other instrument evidencing such transfer, except a mortgage deed,

to which has not been affixed such a certificate, executed by the Treasurer. Failure to comply with this requirement shall not affect the validity of any instrument. The fee imposed hereunder shall be due simultaneously with the transfer upon which it is imposed.

SECTION 8 - APPEALS The Collector shall notify a purchaser by registered or certified mail of any failure to discharge in full the amount of the fee due under section 5 and any penalty or interest assessed. The Board of Assessors shall, within sixty days, hold a hearing on the matter of the imposition of said fee, or of any penalty or interest assessed, if a petition requesting such hearing is received by said board within thirty days after the mailing of said notice by the Collector. Said board shall notify the purchaser in writing by registered or certified mail of its determination concerning the deficiency, penalty, or interest within fifteen days after said hearing. Any party aggrieved by a determination of said board concerning a deficiency may appeal to the district or superior court within three months after the mailing of notification of determination of said board. Upon failure to petition for a hearing or appeal within the time limits hereby established, the purchaser shall be bound by the terms of the notification, assessment, or determination, as the case may be, and shall be barred from contesting the fee or interest or penalty determined by said board. All decisions of said courts shall be appealable in accordance with law. Every notice to be given under this section by said board shall be effective if mailed by certified or registered mail to the purchaser at the address stated in a recorded or registered instrument by virtue of which the purchaser holds any interest in land the transfer of which gives rise to the fee which is the subject of such notice; and if no such address is stated or if such transfer is not evidenced by an instrument recorded with the Middlesex South Registry of Deeds or registered in the Land Court Registry District of Middlesex County, such notice shall be effective when so mailed to the purchaser in care of any person appearing of record to have a fee interest in such land, at the address of such person as set forth in an instrument recorded or registered in said registry of deeds or registry district.

SECTION 9 - LAND BANK ADVISORY COMMITTEE A Land Bank Advisory Committee shall be established by the Board of Selectmen, consisting of one member representing the Planning Board, one representing the Conservation Commission, one representing the Park and Recreation Commission, one representing either the Housing Partnership or the Housing Authority, and three members at large. The members shall be appointed for staggered three-year terms.

The Land Bank Advisory Committee shall prepare, and maintain in current condition, a Land Bank Plan which shall include (a) an inventory of relevant real estate in the town, both land already owned by the town and private land, which is of interest for open space, recreation, and housing; (b) an assessment of the needs of the town and the desires of the citizens with respect to open space, recreation, and housing; and (c) guidelines for the selection of parcels to be acquired with monies from the Land Bank. The Land Bank Plan and its periodic revisions shall be made available for public review and shall be submitted to the Board of Selectmen for its review and approval.

SECTION 10 - NO DISQUALIFICATION FROM STATE PROGRAMS Nothing in this act shall affect the eligibility of the Town of Wayland to receive funds under the program created under Massachusetts General Laws Chapter 132A, Section 11 or under any similar state program, or to receive state housing assistance.

SECTION 11 - REFERENDUM REQUIRED After passage of this act, the act shall take effect upon its approval by the voters of the Town of Wayland at an election.

****

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the Public Library in Wayland Center, at the Cochituate Fire Station or the Cochituate Post Office, and at the Happy Hollow School, and by mailing or delivering a copy thereof addressed to each residence in the Town seven days, at least, before the time appointed for the Annual Meeting and fourteen days, at least, before the time appointed for the Special Meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before April 1, 1997.

Given under our hands and seals this 31st day of March, 1997.

Mary M. Antes, Vice Chairman
Dennis J. Berry
Marcia P. Crowley, Chairman
M. Randall Hoes
Susan W. Pope

Selectmen of the
Town of Wayland

Alfred H. Bellows
Jeffrey Dieffenbach, Chairman
Albert Patterson
Walter F. Pope
Lisa C. Schimmel
William R. Thompson
Katherine H. Tyrrell

Finance Committee

SERVE YOUR TOWN

THINK ABOUT VOLUNTEERING OR RUNNING FOR ELECTIVE OFFICE.

Vacancies on town boards, committees and commissions occur from time to time throughout the year. Most positions are appointed by the Board of Selectmen.

Elected positions are usually filled by the annual April election, but if openings occur mid-term, they are filled by appointment until the next annual election. Registered voters, please indicate your interest in order of preference:

Appointed boards, committees and commissions:

____ Cable TV
____ Conservation
____ Council on Aging
____ CNA/Raytheon
____ Cultural Council
____ Fair Housing
____ Finance
____ Growth Policy
____ Historical
____ Historic District
____ Housing Partnership
____ Information Systems
____ Operational Review
____ Personnel
____ Public Ceremonies
____ Records Management
____ Regional Solid Waste
____ Route 20 Study
____ Route 30 Study
____ Surface Water Quality
____ Youth Advisory
____ Zoning Board of Appeals

Elected Boards and Committees:

____ Assessors
____ Health
____ Housing
____ Park and Recreation
____ Planning
____ Library Trustees
____ Road Commission
____ School
____ Trust Funds
____ Water

(Openings on the Board of Selectmen are filled by election only.)

NAME _____ ADDRESS _____

HOME TEL. _____ WORK TEL _____

Applications of interest will be kept on file for one year. You will be contacted as indicated vacancies occur.

TOWN OF WAYLAND
Board of Selectmen
41 Cochituate Road
Wayland, MA 01778-2697

Bulk Rate
U. S. Postage
PAID
Permit No. 16
Wayland, MA

POSTAL PATRON
WAYLAND, MA 01778-2697